

Gender Pay Gap Report 2020 - City of York Council

Overview

This is the fourth gender pay gap report for City of York Council (CYC) and the report continues to show a very positive picture of the gap in pay levels between males and females. The gap was already small last year, and the median gap has further decreased overall.

Not only is the pay gap extremely small across all measures, the results compare favourably with other councils, and private sector organisations.

Whilst the council is pleased to see these improving figures it continues to be committed to remain vigilant of potential gender pay gap issues and continue to work at maintaining minimal differentials and reducing the gap further wherever possible.

This is the council's report for the snapshot date of **31st March 2020**. Figures from the previous year (March 2019) are shown in brackets throughout the report.

Staff numbers

- This report looks at the pay for **2399 staff**, as the 'full pay relevant employees'¹
- Overall **62% of the workforce is female, and 38% is male**.
- Some staff are part time and some are in multiple roles – therefore the comparison is carried out looking at their overall **hourly rate** in that month

Average Hourly Pay

The mean and median average hourly rates for males and females are very close as shown in Table 1:

	Male	Female	All staff
Mean Hourly Rate	£15.31	£15.14	£15.21
Median Hourly Rate	£13.85	£13.83	£13.85
No of staff	912	1487	2399

Table 1

¹ As on the snapshot date there were 2464 'relevant employees' (excluding school staff and councillors). 65 were removed as they did not meet the criteria for full pay relevant employees.

Gender pay gap

The gender pay gaps for the two averages are:

- The **MEAN** gender pay gap for the council is **1.1%** (1.1%)
- The **MEDIAN** gender pay gap for the council is **0.1%** (0.2%)

Note: The gap for staff in a group is the [average pay for males – average pay for females]
That gap is then expressed as a percentage of the average pay for males.

The median gap has decreased slightly from the previous year, and these levels are both low compared to other councils, and private sector organisations. For the **public sector** the **Mean gap is 14.5%** and the **Median gap is 15.8%**, and the figures for the private sector are even higher [*mean 18.1%, median 22.1%*] (ONS - Nov 2020 provisional report Table 13.12).

Hourly pay quartiles by gender

The council's pay practice for the majority of staff (2267 out of the 2399 employees included in this report) is based on a 12 grade pay structure, which has 4 increment levels per grade. In 2019 this was revised with the removal of Grade 1 and the addition of a new Grade 13. There is a separate structure for the 16 Chief Officers. For each of these structures, the grades are determined by job evaluation.

There are also a small number of other staff (116, including 17 apprentices) who are employed on different National terms and conditions² or who have joined the council through a Transfer of Undertaking and Protection of Employment (TUPE) arrangement.

The council's grading and pay structures set consistent and transparent frameworks for pay which help reduce potential for discrimination and inequality in pay. Within the grade structures the council can be confident that males and females have access to equal pay.

Employees are divided into four groups of equal numbers in salary order, and the break points are regardless of grade. For information, for the 2267 staff within CYC grades, this creates quartiles with a spread of grades as shown in Table 2, which this year has been affected by the change in grade structure.

CYC grades within Quartiles	March 2020	March 2019
Lower Quartile (LQ)	G2L1 to G6L1	G1L1 to G5L4
Lower Middle Quartile (LMQ)	G6L1 to G8L1	G5L4 to G7L4
Upper Middle Quartile (UMQ)	G8L1 to G9L4	G7L4 to G9L4
Upper Quartile (UQ)	G9L4 to ChEx	G9L4 to ChEx

Table 2

² Including Workshop for the Blind, Soulbury, Teachers (non-school based advisors) and Apprentices

The quartile comparisons for mean and median look at the workforce in a different way, and do not look across each grade, so provide a snapshot of where males and females sit in a broader context.

The hourly pay ranges for all 2399 staff are shown in Table 3, together with the gender pay gap. The differentials are still small across all quartiles, although there have been minor changes from last year.

Quartiles	Hourly Pay: range within Quartiles	Total staff	Mean Pay Gap	Median Pay Gap
Lower Quartile (LQ)	£6.14 to £11.08	599	-0.7% (-1.5%)	-1.4% (0.0%)
Lower Middle Quartile (LMQ)	£11.08 to £13.83	600	1.3% (0.5%)	1.1% (0.0%)
Upper Middle Quartile (UMQ)	£13.85 to £18.02	600	-1.1% (-2.1%)	0.0% (0.0%)
Upper Quartile (UQ)	£18.02 to £93.01	600	3.3% (4.6%)	0.0% (4.1%)

Table 3

Note: The figures shown above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Apprentices

The council is a Living Wage (LW) employer but where a lower hourly rate of pay can be seen in the Lower Quartile this relates to apprentice pay. While the council pays more than the statutory minimum rates for apprentices, this is still less than the Living Wage of £9.00 as was paid at March 2020.

The council pays apprentices in year one of their training the equivalent of the National Minimum Wage (NMW) for 18 to 20 year olds. In year two and beyond it is the equivalent of the National Minimum Wage for 21 year olds. Or, where the apprentice is over the age of 25 in their second year, they are paid the National Living Wage (NLW) for 25+.

Bonus reporting

No bonus payments are made to either gender, therefore there is **no data** published in relation to the mean and median gender bonus gap, nor the proportion of male and female staff receiving a bonus.

What are the underlying causes of the gender pay gap for CYC?

The overall pay gap is small at the council with the highest at 3.3% being the mean in the Upper Quartile.

Where there are differences this is to do with gender distribution, which is generally consistent throughout the council. There is no female bias seen overall within the structure other than at the lowest grade 2: whilst showing 82% female this is only 32 individuals (see Figure 1 below).

The data shows that the salary range in the Upper Quartile is bigger than the other quartiles. The lower quartiles have spreads of a few pounds per hour, whereas in the Upper Quartile this jumps to a spread of more than £75 per hour between G9L4 to the rate for the highest paid employee (see Table 3) giving potential for much greater variation in the averages.

Whilst the gender split within the quartiles is relatively consistent with the overall gender split (see Table 4), further examination has shown that in many cases the mean and median rates for females is equal to or greater than the rates for males. These are shaded within Table 4.

The only levels where there is a gap in favour of males is in the Lower Middle Quartile, and in the mean pay for Upper Quartile, implying that in those there are more males compared to females who are located at the higher pay rates of the range.

Gender details by Quartile	Proportions of staff		Mean pay £		Median pay £	
	Male	Female	Male	Female	Male	Female
LQ	38.4%	61.6%	10.11	10.17	10.15	10.29
LMQ	37.5%	62.5%	12.75	12.58	12.71	12.57
UMQ	37.7%	62.3%	15.44	15.61	15.43	15.43
UQ	38.5%	61.5%	22.96	22.20	21.08	21.08
Overall	38.0%	62.0%	15.14	15.31	13.85	13.83

Table 4

LQ: 1st Quartile includes all employees whose standard hourly rate places them at or below the lower quartile

LMQ: 2nd Quartile includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

UMQ: 3rd Quartile includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

UQ: 4th Quartile includes all employees whose standard hourly rate places them above the upper quartile

Gender distribution within grades

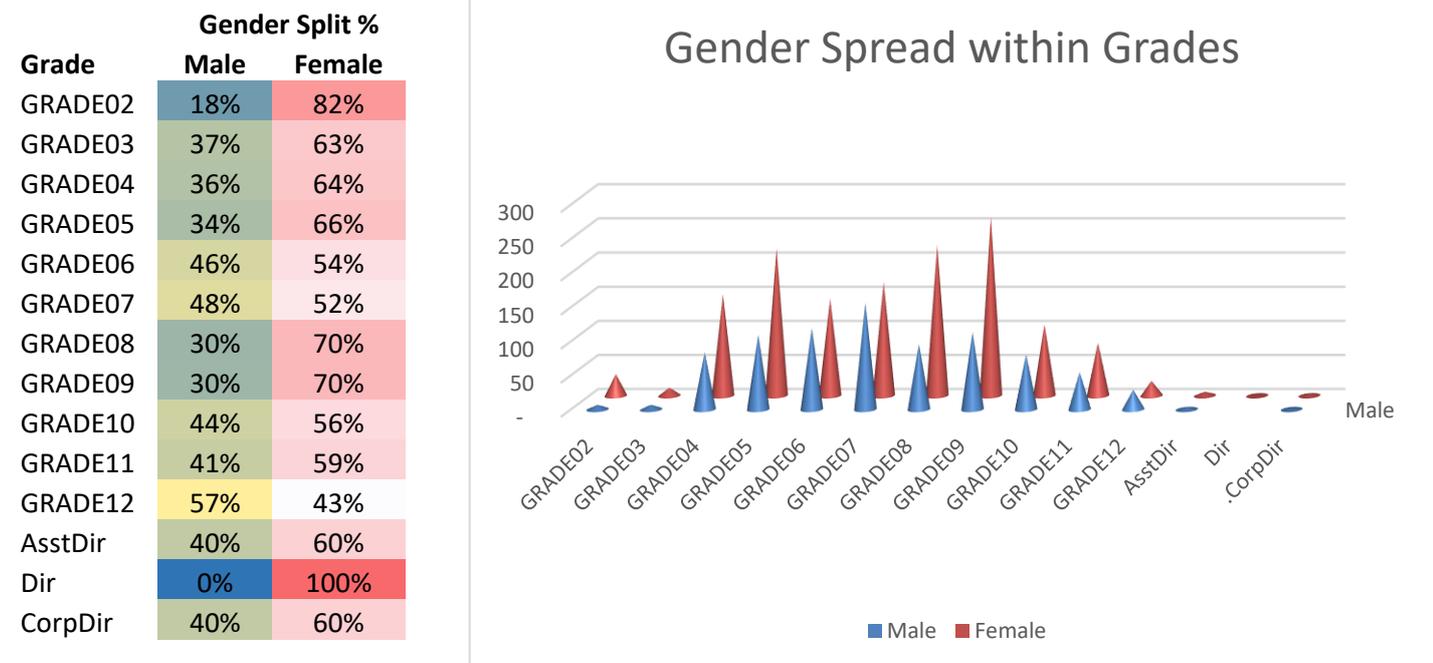
There are consistently more females than males at all levels except in Grade 12. This has helped to reduce the gap in the mean average pay for males than for females in the Upper Quartile. See Figure 1 and graph below.

At the date of this report there is no chief executive in post, and the highest paid employee was the acting chief executive from within the corporate director grade.

Within the chief officer³ grades the gender split has changed from a male/female split of 44% / 56% to a split of 38% / 63% and there has been a noticeable impact on the mean gender pay gap in the Upper Quartile which has gone down from 4.6% to 3.3%.

This change has also impacted on the median pay gap for the Upper Quartile, which has currently removed any gap.

Figure 1



The 2283 staff included in the above data are made up of the 2267 staff in the council's 12 grade structure and in the 16 Chief Officer posts.

(The remaining 116 staff are not included above as they work under different terms, conditions and grading structures which are not immediately comparable to the above core structures.)

³ Posts within Chief Officer grades: Assistant Directors, Directors and Corporate Directors

How does the Council's gender pay gap compare with that of other Local Authorities with published data?

We have compared our data with that published for other councils nationally, and York compares very favourably at both the mean and median, as seen in Table 5. York also shows a higher than average proportion of females within the upper quartile.

On the government website there were 101 councils nationwide that had published as at 31st March 2021 (the deadline then being extended to October 2021).

Local Authorities submitted at 31.3.21	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
Averages from 101 LAs	7.2	8.3	63.7	64.7	63.3	57.6
CYC 2020	1.1	0.1	61.6	62.5	62.3	61.5
CYC 2019	1.1	0.2	60.0	64.8	61.9	61.3

Table 5

What is the Council doing to address its gender pay gap?

The council's gender pay gap is small and compares favourably with that of other public sector authorities. The council is not complacent, and is committed to continued monitoring across its workforce.

The council has already taken steps to promote gender diversity in all areas of its workforce and include the following:

- **Flexible working policies:** The council's policy makes it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.
- **Supporting parents:** We continue to operate a childcare voucher salary sacrifice scheme for those already on it. We also support employees prior to, during and on return from maternity and other parental leave, with payments based on actual pay rather than the statutory minimum.
- Considering **recruitment** campaigns imagery, to aim towards a wider diversity in staffing to reflect the community.

I, Ian Floyd Chief Operating Officer, and Head of Paid Services confirm that the information in this statement is accurate.

Signed 

Date 04/08/21