

Gender Pay Gap Report 2023 - City of York Council

Overview

The gender pay gap report for City of York Council (CYC) continues to show a positive picture of the gap in pay levels between males and females.

Not only is the pay gap small across all measures, the results compare very favourably with both the public and private sector organisations.

Whilst the Council is pleased to see that pay gaps are small, it is interesting to note that the majority of measures now indicate higher average pay rates for females than for males. The Council continues to be committed to remain vigilant of potential gender pay gap issues in either direction, and work at maintaining minimal differentials and the lowest gaps possible.

This is the Council's report for the snapshot date of **31st March 2023**. Figures from the previous year (March 2022) are shown in brackets.

Executive Summary

- Total number of staff analysed has increased since the previous year from 2234 to 2330. This is due to a number of factors including staff transferred to the Council under TUPE, and conversion to CYC employees of agency staff in vacant posts.
- The hourly rates of pay used for these comparisons includes all earnings.
- Females now earn more than males at both the Median and Mean. Last year they earned less than males at the Mean but more at the Median.
- The distribution of grade pay levels within quartiles has remained the same, apart from the straddle point between Lower Quartile (LQ) and Lower Middle Quartile (LMQ) moving down.
- The only place where males earn more than females is in the Upper Quartile for the Mean rates.
- There is no difference in the top two quartiles at the Median level.
- At all other levels the earnings for females is higher than for males, and some of these gaps have increased since last year.

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.

Staff numbers

- This report analyses the pay for **2330 staff**, as the ‘full pay relevant employees’¹
- Overall **39% of the workforce is male, and 61% is female**, unchanged from the previous year.
- Some staff are part time and some are in multiple roles. Where the hourly rates are different, the salaries are combined and adjusted pro-rata to provide one hourly rate. This is the rate used for comparison purposes.

Average Hourly Pay

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

	Male	Female	All staff
No of staff	909	1421	2330
Mean Hourly Rate	£17.00	£17.13	£17.08
Median Hourly Rate	£15.48	£15.55	£15.55

Table 1

These hourly rates include all earnings, which for some CYC staff this will mean allowances such as shift or standby payments, overtime etc

Gender pay gap

The gender pay gaps for the two averages are:

- The **MEAN** gender pay gap for the Council is **-0.8%** (0.6%)
- The **MEDIAN** gender pay gap for the Council is **-0.5%** (-0.4%)

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 mean gap has changed since the previous year to a negative gap. The median gap has increased slightly from the previous year. Both gaps are now in favour of females.

Pay structures

The Council’s pay practice for the majority of staff (2232 out of the 2330 employees included in this report) is based on a 12 grade pay structure running from Grade 2 to Grade 13. Each grade has 4 increment levels. There is a separate structure for the 17 Chief Officers. For each of these structures, the grades are determined by job evaluation.

¹ As on the snapshot date there were 2413 ‘relevant employees’ (excluding school staff and councillors). 83 were removed as they did not meet the criteria for ‘full pay’ relevant employees, leaving 2330 to be analysed.

There are a small number of other staff (81, including 21 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. These are also included in the calculations for gender pay gaps and rates within quartiles.

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

Apprentices

The Council is a Living Wage (LW) employer but where a lower hourly rate of pay can be seen in the LQ, 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 rate of £10.50 as paid at March 2023.

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 23 in their second year, they are paid the National Living Wage (NLW) for 23+.

Further Analysis

For this analysis all employees are divided into four groups of equal numbers in salary order, and the break points found are regardless of grade. However for information, the spread of CYC grades within the quartiles are shown in Table 2. The change in the top of the LQ from G6L3 to G6L1 will mainly be due to a higher of starters at the lower grades in that period.

CYC grades within Quartiles	March 2023	March 2022
Lower Quartile (LQ)	G2L1 to G6L1	G2L1 to G6L3
Lower Middle Quartile (LMQ)	G6L1 to G8L1	G6L3 to G8L1
Upper Middle Quartile (UMQ)	G8L1 to G9L4	G8L1 to G9L4
Upper Quartile (UQ)	G9L4 to COO	G9L4 to COO

Table 2

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.

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

Table 3 below shows the pay gaps and pay ranges within quartiles. Within the quartiles there is little variation in pay gaps – the largest gap in favour of males remains the Mean in the UQ, but there are larger gaps in favour of females in the LQ and UMQ. Overall the Mean gaps have had small fluctuations of less than 2%, and the Median gaps are the same or have swung in favour of females since the previous year. All the gap rates remain low.

The data shows that the hourly pay range in the UQ is much larger than the other quartiles with a spread of more than £59 per hour compared to the others which have spreads of only a few pounds per hour. This larger spread in the UQ is due to it covering pay rates for employees between G9L4 to the rate for the highest paid employee which is the COO.

Quartiles	Hourly Pay: range within Quartiles	Total staff	Mean Pay Gap	Median Pay Gap
Lower Quartile (LQ)	£6.82 to £12.61 (£6.55 to £12.32)	582	-3.1% (-1.4%)	-1.9% (0.0%)
Lower Middle Quartile (LMQ)	£12.64 to £15.55 (£12.34 to £14.55)	583	-1.7% (0.2%)	-0.2% (2.0%)
Upper Middle Quartile (UMQ)	£15.55 to £19.84 (£14.55 to £18.84)	582	-3.1% (-2.0%)	0.0% (0.0%)
Upper Quartile (UQ)	£19.84 to £78.86 (£18.84 to £76.79)	583	2.3% (3.4%)	0.0% (0.0%)

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. (Previous year's figures in brackets)

Hourly pay quartiles by gender

The gender split by staff numbers within the quartiles is relatively consistent with the overall gender split. In many cases the mean and median rates for females is equal to or greater than the rates for males. Those that are higher are highlighted within Table 4 on the next page.

The only levels where the rates are in favour of males is in the mean pay for UQ. There are proportionately more males in Grades 12 and 13 than females, which sit in the UQ.

Gender details by Quartile	Proportions of staff		Mean hourly pay		Median hourly pay	
	Male	Female	Male	Female	Male	Female
LQ	42.1%	57.9%	£11.42	£11.77	£11.54	£11.76
LMQ	40.3%	59.7%	£14.33	£14.56	£14.42	£14.45
UMQ	34.7%	65.3%	£17.10	£17.63	£17.12	£17.12
UQ	38.9%	61.1%	£25.11	£24.53	£23.04	£23.04
Overall	39.0%	61.0%	£17.00	£17.13	£15.48	£15.55

Table 4

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

LMQ: 2nd Quartile includes all employees whose standard hourly rate places them between the LQ and the median

UMQ: 3rd Quartile includes all employees whose standard hourly rate places them between the median and the UQ

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

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

The data does not indicate any underlying issue of pay bias based on gender.

The gender pay gaps are small at the Council, with the highest gap in favour of males of 2.3% being the mean in the UQ.

This pay gap is significantly influenced by the salary of the incumbent male Chief Operating Officer, and more males in the higher Chief Officer grades.

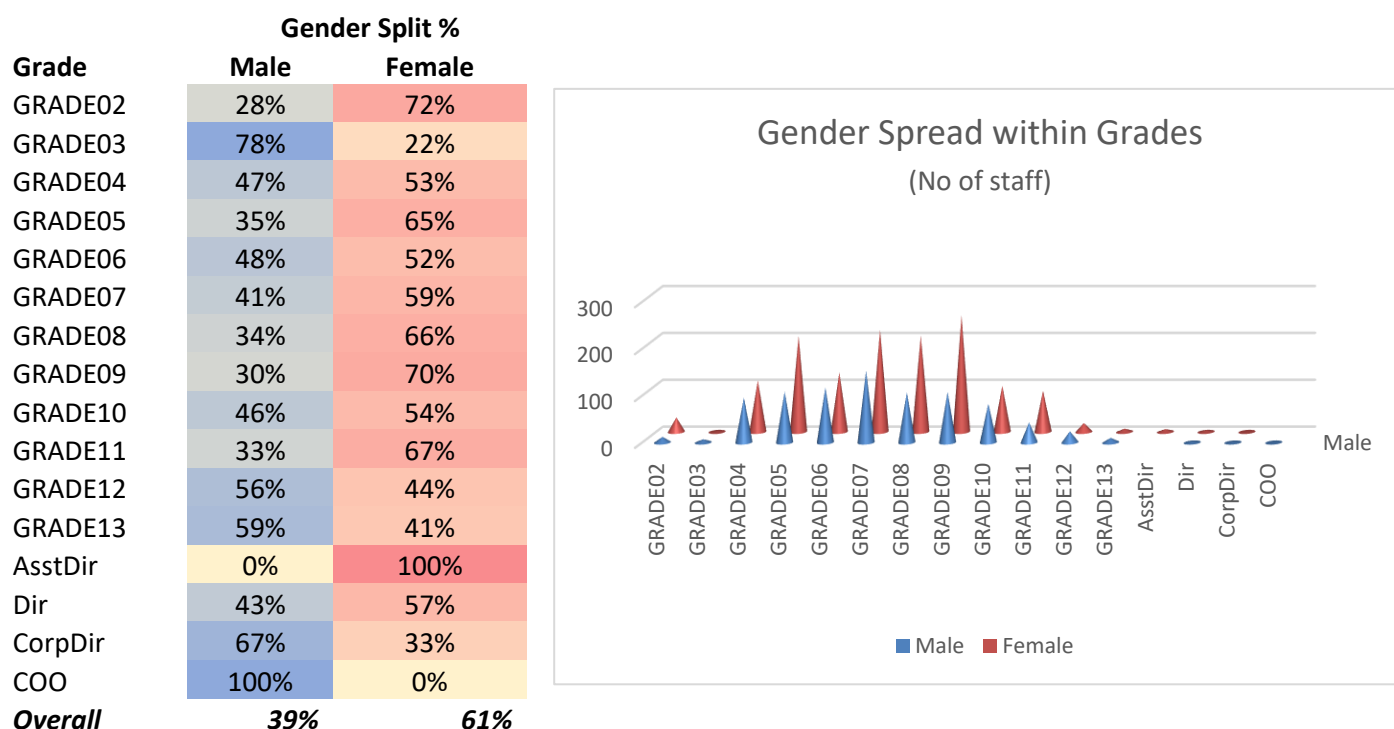
Gender distribution within grades

The analysis within grades looks at those staff in the CYC grade structures: grades 2-13 and the Chief Officer grades.

There are generally more females than males throughout the grades. The greatest difference in this distribution can be found at both the bottom and the top of the grades. Whilst the percentage difference in Grade 3 is large, there are only 9 staff in that grade. The gender split also reverses in grades 12 and 13, and for corporate directors where numbers are very small.

There is also a high proportion (70%) of females in grade 9 which also has the highest actual number of females (see Figure 1 table and graph on the next page). This high number of females in grade 9 is likely to be a factor in the larger gap between the mean pay in favour of females in the UMQ.

Figure 1



The 2249 staff included in the above data are made up of the 2232 staff in the Council's 12 grade structure, and 17 in the Chief Officer posts.
(The remaining 81 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.)

How does the Council's gender pay gap compare?

We have compared our data with that published nationally by the ONS, and York compares very favourably for both the mean and median figures in the sectors, as seen in Table 5.

Description	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)
Public sector	11.5	14.0
Private sector	15.6	18.9
Non-profit body or mutual association	15.6	17.3
CYC 2023	-0.8	-0.5

Table 5
[ONS - Oct 2023 provisional report Table 13.12]

The pay gaps in the public sector have reduced, in the information reported this year (*last year: mean 13.6%, median 15.9%*) but still remain significantly higher than ours. Private and non-profit sector gaps still remain even higher.

When looking at the reports for other local authorities, it should be noted that the workforce composition within councils will vary. This will depend on type and status of each council, and what services they have retained in house or outsourced. Such differences can affect the numbers of staff at the different pay levels, especially in services where there are traditionally higher numbers of males or females (eg refuse or home care workers).

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 for many years provided forms of flexible working and continues to. These steps help to promote gender diversity in all areas of its workforce, by providing and including the following. These are particularly beneficial to females who have family and/or caring responsibilities.

- **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 or job shares.
- **Hybrid working:** These working arrangements are available for many roles, and will be determined based on the requirements of the role and in collaboration with those employees who wish to work in this way.
- **Supporting parents:** We continue to operate a childcare voucher salary sacrifice scheme for those already on it, which is more generous than the government scheme. We also support employees prior to, during and on return from maternity and other parental leave, with maternity pay based on actual pay rather than statutory minimum.
- **Carers:** Carers have access to dependent care leave in the same way as for parents.
- **Career breaks:** The Council supports career breaks to provide employees with the opportunity to take an extended unpaid break.
- 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 22 March 2024