

## Gender Pay Gap Report 2019 - City of York Council

### Overview

This is the third 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 it 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 **31<sup>st</sup> March 2019**. Figures from the previous year (March 2018) are shown in brackets.

### Staff numbers

- This report looks at the pay for **2314 staff**, as the 'full pay relevant employees' <sup>1</sup>
- 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 close as shown in Table 1:

	Male	Female	All staff
<b>Mean</b> Hourly Rate	£14.85	£14.69	£14.75
<b>Median</b> Hourly Rate	£13.41	£13.38	£13.38
No of staff	879	1435	2314

Table 1

<sup>1</sup> As on the snapshot date there were 2430 'relevant employees' (excluding school staff and councillors). 116 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%** (3.9% )
- The **MEDIAN** gender pay gap for the council is **0.2%** (0.8%)

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 gap has decreased 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 15.7%** and the **Median gap is 16.8%**, and the figures for the private sector are even higher (*mean 19.9%, median 23.6%*) (ONS - Oct 2019 provisional report).

## Hourly pay quartiles by gender

The council's pay practice for the majority of staff (2164 out of the 2314 employees included in this report) is based on a 12 grade pay structure with grades determined by job evaluation. Separate structures exist for the Chief Officers (18) and a small number of other staff (132) employed on different National terms and conditions<sup>2</sup> 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.

However, the quartile comparisons look at the workforce in a different way, and do not look across each grade, so provides a snapshot of where males and females sit in a broader context.

Employees are divided into four groups of equal numbers in salary order, and the break points are regardless of grade. This creates quartiles with a spread of grades as shown in Table 2.

Quartile	March 2019	March 2018
Lower Quartile (LQ)	G1L1 to G5L4	G1L1 to G5L4
Lower Middle Quartile (LMQ)	G5L4 to G7L4	G5L4 to G7L4
Upper Middle Quartile (UMQ)	G7L4 to <b>G9L4</b>	G7L4 to <b>G9L3</b>
Upper Quartile (UQ)	G9L4 to ChEx	G9L3 to ChEx

Table 2

<sup>2</sup>Workshop for the Blind, Soulbury and Teachers (advisors and/or centrally employed)

The hourly pay ranges are shown in Table 3, together with the gender pay gap. The pay gaps across all the quartiles are very small with the exception of the mean and median in the Upper Quartile where a larger gap is seen. However since 2018 every gap pay has reduced except for the median in the Upper Quartile, which has increased by 1.3%.

<b>Quartiles</b>	<b>Hourly Pay: range within Quartiles</b>	<b>Total staff</b>	<b>Mean Pay Gap</b>	<b>Median Pay Gap</b>
Lower Quartile (LQ)	£5.90 to £10.67	578	<b>-1.5%</b> <i>(-0.8%)</i>	<b>0.0%</b> <i>(0.0%)</i>
Lower Middle Quartile (LMQ)	£10.67 to £13.38	579	<b>0.5%</b> <i>(2.5%)</i>	<b>0.0%</b> <i>(1.2%)</i>
Upper Middle Quartile (UMQ)	£13.38 to £17.67	578	<b>-2.1%</b> <i>(0.1%)</i>	<b>0.0%</b> <i>(0.0%)</i>
Upper Quartile (UQ)	£17.67 to £73.09	579	<b>4.6%</b> <i>(9.2%)</i>	<b>4.1%</b> <i>(2.8%)</i>

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 £8.75 as was paid at March 2019.

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 only slight anomaly being in the Upper Quartile.

The changes since last year seen in the overall mean and median gaps can in the main be attributed to incremental progression of staff. This can affect the gender distribution of staff within quartiles, due to movement from one quartile to another from the previous year. For example at Grade 9: staff who were at Level 3 in the previous year could have been in either the Upper Middle Quartile or Upper Quartile; with incremental progression they would now be at Level 4 which this year is the level that straddles the Upper Middle Quartile and Upper Quartile.

The influencing factors identified that are contributing to the higher gender pay gap in the Upper Quartile include the range of pay and distribution of males and females within the quartile.

The data shows that the salary range in the Upper Quartile is much 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 £50 per hour between G9L4 to the rate for Chief Executive (see Table 3) giving potential for much greater variation in the averages.

Whilst the gender split within the Upper Quartile is relatively consistent with the other quartiles and overall gender split (see Table 4), further examination has shown that more males compared to females 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	40.0%	60.0%	9.65	9.80	9.89	9.89
LMQ	35.2%	64.8%	12.19	12.13	12.11	12.11
UMQ	38.1%	61.9%	14.89	15.21	15.12	15.12
UQ	38.7%	61.3%	22.65	21.62	20.67	19.83
<b>Overall</b>	<b>38.0%</b>	<b>62.0%</b>	<b>14.85</b>	<b>14.69</b>	<b>13.41</b>	<b>13.38</b>

Table 4

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

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

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

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

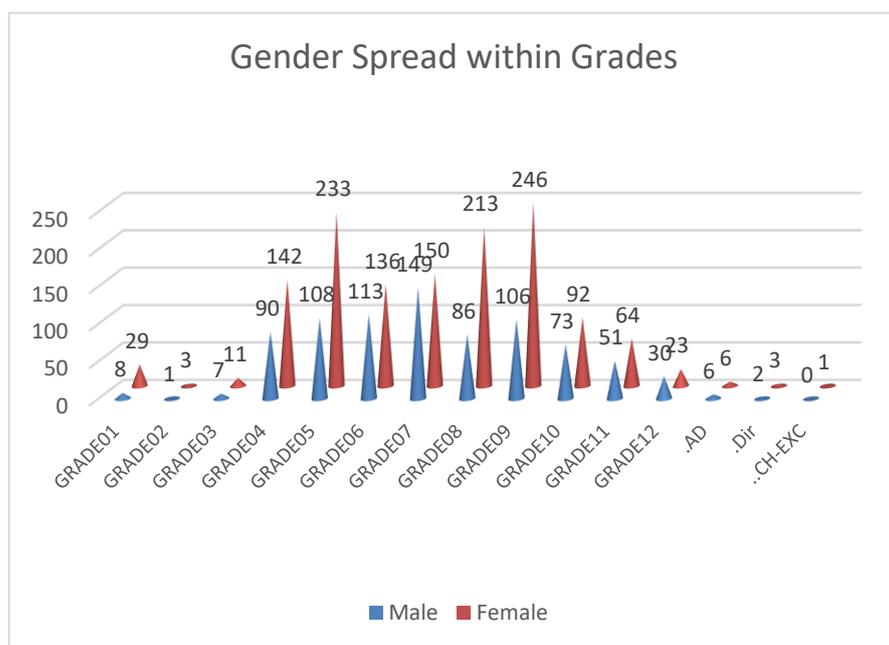
There are consistently more females than males at all levels except in Grade 12. This has helped to reduce the gap in the mean average pay for males than females in the Upper Quartile. See Figure 1 below.

There has been a significant change in the gender distribution of the senior management team compared to the previous year. Since then this has changed from a male/female split of 63%/ 37% to 44%/ 56%. This change has had a noticeable impact on the mean pay gap in the Upper Quartile which has gone down from 9.2% to 4.6%.

Since the number of staff within Chief Officers' levels is small compared to the number of staff in the Upper Quartile, it has not had a strong effect on the median pay gap for that quartile, which has gone up by 1.3%.

Figure 1

GRADE	Gender split %	
	Female	Male
GRADE01	78%	22%
GRADE02	75%	25%
GRADE03	61%	39%
GRADE04	61%	39%
GRADE05	68%	32%
GRADE06	55%	45%
GRADE07	50%	50%
GRADE08	71%	29%
GRADE09	70%	30%
GRADE10	56%	44%
GRADE11	56%	44%
GRADE12	43%	57%
.AD	50%	50%
.Dir	60%	40%
.ChEx	100%	0%



The 2182 staff included in the above data are made up of the 2164 staff in the council's 12 grade structure (4 levels per grade) or in the 18 Chief Officer posts: Assistant Directors, Directors and Chief Executive. (The remaining 132 staff 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 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.

On the government website there are 49 councils nationwide that had published as at 28<sup>th</sup> January 2020.

<b>Local Authorities already submitted</b>	% 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 49 LAs as at 28.1.20	<b>5.2</b>	<b>3.3</b>	<b>60.3</b>	<b>60.7</b>	<b>61.8</b>	<b>54.9</b>
<b>CYC 2019</b>	<b>1.1</b>	<b>0.2</b>	<b>60.0</b>	<b>64.8</b>	<b>61.9</b>	<b>61.3</b>
<i>CYC 2018</i>	<i>3.9</i>	<i>0.8</i>	<i>62.5</i>	<i>66.3</i>	<i>62.2</i>	<i>59.9</i>

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:

- Start to review **recruitment** campaigns imagery, to aim towards a wider diversity in staffing to reflect the community.
- **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, as well as the new national scheme. We also support employees prior to, during and on return from maternity and other parental leave.
- We have launched a new middle management **development programme** aimed to increase skills and confidence of managers in preparation for more senior roles.
- **Reviewed** our pay structures and flexible reward packages ensuring continued fairness across all grades and for all genders.

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I, Ian Floyd Deputy Chief Executive, Director of Customer & Corporate Services, and Interim Head of Paid Services confirm that the information in this statement is accurate.

Signed



Date : 12<sup>th</sup> March 2020