

# Gender Pay Gap Report 2022 - 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 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 2022**. Figures from the previous year (March 2021) are shown in brackets.

## Executive Summary

- Total number of staff analysed has reduced since the previous year from 2366 to 2234.
- The distribution of grade pay levels within quartiles has only changed between Lower Quartile (LQ) and Lower Middle Quartile (LMQ) due to annual increments for staff in that grade.
- The hourly rates of pay used for these comparisons includes all earnings.
- The gaps in Mean pay for the LQ and LMQ have come closer together from the previous year. The changes in the Upper Middle Quartile (UMQ) and Upper Quartile (UQ) have seen a small increase in gaps with females earning more in the UMQ and males earning more in the UQ.
- There is no pay gap at the median pay within quartiles, other than in LMQ which has reduced and brought female pay closer to pay for males.
- The overall mean gender pay gap remains unchanged at 0.6%
- The median gender pay gap has come closer together, with the median female earning 0.4% (6p ph) more than the median male compared to 0.5% (8p ph) in the previous 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 **2234 staff**, as the ‘full pay relevant employees’<sup>1</sup>
- Overall **61% of the workforce is female, and 39% is male**, 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:

|                           | <b>Male</b> | <b>Female</b> | <b>All staff</b> |
|---------------------------|-------------|---------------|------------------|
| No of staff               | 870         | 1364          | 2234             |
| <b>Mean</b> Hourly Rate   | £16.17      | £16.07        | £16.11           |
| <b>Median</b> Hourly Rate | £14.49      | £14.55        | £14.55           |

Table 1

These hourly rates include all earnings, which for CYC for some staff this will mean allowances such 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 **0.6%** (0.6%)
- The **MEDIAN** gender pay gap for the council is **-0.4%** (-0.5%)

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 not changed since the previous year. The median gap has decreased slightly from the previous year.

The pay referenced in these figures for the majority of staff is just their basic pay, so relates to the standard hourly rate for their grade and scale point. Some staff also receive regular additional payments as allowances to reflect their working requirements such as night or weekend work. We can see the impact of this on the median comparison, as the female median references an employee in grade 8 on basic pay, while the male median comparator is an employee in grade 7 with additional payments.

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<sup>1</sup> As on the snapshot date there were 2360 ‘relevant employees’ (excluding school staff and councillors). 126 were removed as they did not meet the criteria for ‘full pay’ relevant employees, leaving 2234 to be analysed.

## Pay structures

The council's pay practice for the majority of staff (2144 out of the 2234 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 13 Chief Officers. For each of these structures, the grades are determined by job evaluation.

There are a small number of other staff (77, including 23 apprentices) who are 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. 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 £9.90 as paid at March 2022.

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+.

## 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 from G6L2 to G6L3 will largely be due to annual increments payable within the grade.

| <b>CYC grades within Quartiles</b> | <b>March 2022</b> | <b>March 2021</b> |
|------------------------------------|-------------------|-------------------|
| Lower Quartile (LQ)                | G2L1 to G6L3      | G2L1 to G6L2      |
| Lower Middle Quartile (LMQ)        | G6L3 to G8L1      | G6L2 to G8L1      |
| Upper Middle Quartile (UMQ)        | G8L1 to G9L4      | G8L1 to G9L4      |
| Upper Quartile (UQ)                | G9L4 to COO       | G9L4 to COO       |

Table 2

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<sup>2</sup> Including Workshop for the Blind, Educational Psychologists, 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.

Table 3 below shows the pay gaps and pay ranges with quartiles. Within the quartiles there is little variation in pay gaps – the largest gap remains the Mean in the UQ. Overall the Mean gaps have had small fluctuations, and the Median gaps are the same or have decreased since the previous year. All the rates remain low.

The largest changes in the hourly pay ranges can be seen in the LQ and LMQ. The LQ hourly pay range has seen an increase in range of 10%, and the range of pay for the LMQ has reduced by 13%. This is likely due to the bottom loading in the national pay award for 2021-22.

The data shows that the hourly pay range in the UQ is much larger than the other quartiles with a spread of more than £57 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.

| <b>Quartiles</b>            | <b>Hourly Pay:<br/>range within<br/>Quartiles</b> | <b>Total<br/>staff</b> | <b>Mean Pay<br/>Gap</b> | <b>Median Pay<br/>Gap</b> |
|-----------------------------|---|------------------------|-------------------------|---------------------------|
| Lower Quartile (LQ)         | £6.55 to £12.32<br>(£6.45 to £11.73)              | 558                    | <b>-1.4%</b><br>(-2.1%) | <b>0.0%</b><br>(-0.0%)    |
| Lower Middle Quartile (LMQ) | £12.34 to £14.55<br>(£11.75 to £14.30)            | 559                    | <b>0.2%</b><br>(0.5%)   | <b>2.0%</b><br>(2.7%)     |
| Upper Middle Quartile (UMQ) | £14.55 to £18.84<br>(£14.30 to £18.52)            | 558                    | <b>-2.0%</b><br>(-1.7%) | <b>0.0%</b><br>(0.0%)     |
| Upper Quartile (UQ)         | £18.84 to £76.79<br>(£18.52 to £75.65)            | 559                    | <b>3.4%</b><br>(3.2%)   | <b>0.0%</b><br>(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 gaps in brackets)

## Hourly pay quartiles by gender

Whilst the gender split within the quartiles is relatively consistent with the overall gender split, 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 shown within Table 4.

The only levels where the rates are in favour of males is in the LMQ, and in the mean pay for UQ, implying that in those bands there are more males compared to females who are located at the higher pay rates of the range.

| Gender details<br>by Quartile | Proportions of staff |        | Mean hourly pay £ |        | Median hourly pay £ |        |
|-------------------------------|----------------------|--------|-------------------|--------|---------------------|--------|
|                               | Male                 | Female | Male              | Female | Male                | Female |
| LQ                            | 40.1%                | 59.9%  | 10.63             | 10.78  | 10.76               | 10.76  |
| LMQ                           | 40.8%                | 59.2%  | 13.63             | 13.60  | 13.81               | 13.54  |
| UMQ                           | 34.8%                | 65.2%  | 16.41             | 16.74  | 16.13               | 16.13  |
| UQ                            | 40.1%                | 59.9%  | 23.97             | 23.15  | 22.04               | 22.04  |
| Overall                       | 38.9%                | 61.1%  | 16.17             | 16.07  | 14.49               | 14.55  |

Table 4

LQ: 1<sup>st</sup> 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 of 3.4% being the mean in the UQ.

This pay gap is significantly influenced by the salary of the incumbent male Chief Operating Officer.

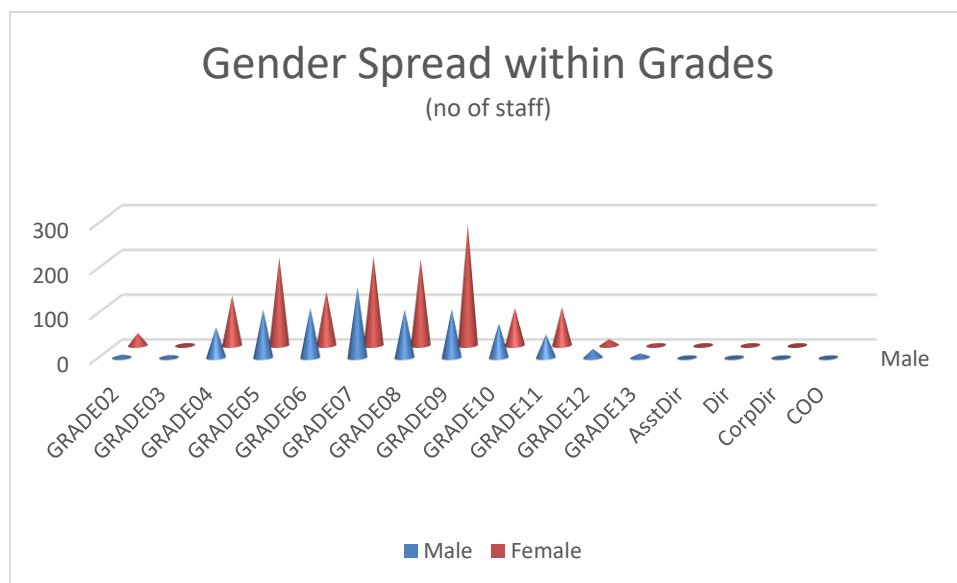
## Gender distribution within grades

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 distribution can be found at both the bottom and the top of the grades, with females constituting 80% at grade 2, Assistant Director and Director levels. While the numbers in these CO grades are low. There are also a high proportion 71% of females in grade 9 which also has the highest actual number of females (see Figure 1 table and graph below). This high number of females in grade 9 is likely to be a factor in the higher hourly mean rate of pay for females in the UMQ.

Figure 1

| Grade          | Gender Split % |            |
|----------------|----------------|------------|
|                | Male           | Female     |
| GRADE02        | 20%            | 80%        |
| GRADE03        | 67%            | 33%        |
| GRADE04        | 38%            | 62%        |
| GRADE05        | 36%            | 64%        |
| GRADE06        | 48%            | 52%        |
| GRADE07        | 44%            | 56%        |
| GRADE08        | 36%            | 64%        |
| GRADE09        | 29%            | 71%        |
| GRADE10        | 48%            | 52%        |
| GRADE11        | 38%            | 62%        |
| GRADE12        | 59%            | 41%        |
| GRADE13        | 67%            | 33%        |
| Asst Dir       | 20%            | 80%        |
| Director       | 20%            | 80%        |
| Corp Dir       | 50%            | 50%        |
| COO            | 100%           | 0%         |
| <b>Overall</b> | <b>39%</b>     | <b>61%</b> |



The 2157 staff included in the above data are made up of the 2144 staff in the council's 12 grade structure and in the 13 Chief Officer posts.

(The remaining 77 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, as seen in Table 5.

| Description                           | % Difference in hourly rate (Mean) | % Difference in hourly rate (Median) |
|---------------------------------------|------------------------------------|--------------------------------------|
| Public sector                         | 13.6                               | 15.9                                 |
| Private sector                        | 16.7                               | 19.6                                 |
| Non-profit body or mutual association | 15.3                               | 18.4                                 |
| CYC 2022                              | 0.6                                | -0.4                                 |

Table 5

For the **public sector** the **Mean gap is 13.6%** and the **Median gap** has reduced to **15.9%** [mean 14.8%, median 18.0]. The figures for the private sector are even higher (ONS - Oct 2022 provisional report Table 13.12).

The Council Mean and Median pay gaps are both low compared to the public and private sector organisations, and non-profit bodies. It should be noted that it is hard to compare employers / councils on a like for like basis due to the diversity of the workforce make-up, for example whether councils employ or commission in services where there are traditionally higher numbers of males or females (for example 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 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 maternity pay based on actual pay rather than the statutory minimum.
- **Carers:** as well as flexible working, the council will consider job share arrangements. Carers also have access to dependency 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.

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

Signed



Date 22<sup>nd</sup> March 2023