



## Gender Pay Gap Report - City of York Council

### Overview

This is the second gender pay gap report for City of York Council (CYC) and the report shows a very positive picture of the pay levels of males and females. Not only is the pay gap small across all measures, the results compare favourably with other councils, and private sector organisations. Whilst the council is pleased to see these encouraging figures it is committed to remain vigilant of potential gender pay gap issues and continue to work at maintaining minimal differentials and reducing the gap further where ever possible.

This is the council's report for the snapshot date of **31<sup>st</sup> March 2018**. Figures from last year (March 2017) are shown in brackets.

### Staff numbers

- This report looks at the pay for **2135 staff**, as the 'full pay relevant employees'. <sup>1</sup>
- Overall **64% of the workforce is female, and 36% 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
Mean Hourly Rate	£14.84	£14.26	£14.48
Median Hourly Rate	£13.21	£13.11	£13.14
No of staff	796	1339	2135

Table 1

<sup>1</sup> As on the snapshot date there were 2389 'relevant employees' (excluding school staff and councillors). 254 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 **3.9%** (**3.6%**)
- The **MEDIAN** gender pay gap for the Council is **0.8%** (**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.

While the gap has increased a little from the previous year, these levels are both low compared to other councils, and private sector organisations. For the **public sector** the **Mean gap is 17.5%** and the **Median gap is 19%**, and the figures for the private sector are even higher (ONS - Oct 2018).

## Hourly pay quartiles by gender

The council's pay practice for the majority of employees included in this report (2015 staff) is based on a 12 grade pay structure with grades determined by job evaluation. Separate structures exists for the Chief Officers and a small number of other staff employed on different National terms and conditions, or who have joined the Council through a Transfer of Undertaking and Protection of Employment 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 2018	March 2017
Lower Quartile (LQ)	G1L1 to G5L4	G1L1 to G5L4
Lower Middle Quartile (LMQ)	G5L4 to <b>G7L4</b>	G5L4 to <b>G7L3</b>
Upper Middle Quartile (UMQ)	<b>G7L4</b> to G9L3	<b>G7L3</b> to G9L3
Upper Quartile (UQ)	G9L3 to ChEx	G9L3 to ChEx

Table 2

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 in the UQ where a larger gap is seen.

<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)	£5.60 to £10.46	533	<b>-0.8%</b> (-1.59%)	<b>0.0%</b> (0.00%)
Lower Middle Quartile (LMQ)	£10.46 to £13.14	534	<b>2.5%</b> (0.45%)	<b>1.2%</b> (0.00%)
Upper Middle Quartile (UMQ)	£13.14 to £17.32	534	<b>0.1%</b> (5.83%)	<b>0.0%</b> (7.75%)
Upper Quartile (UQ)	£17.32 to £70.67	534	<b>9.2%</b> (5.64%)	<b>2.8%</b> (1.49%)

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 employer but where a lower hourly rate of pay can be seen in the LQ this relates to apprentice pay. The Council pays apprentices in year one of their training the equivalent of the National Minimum Wage 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 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 CYC gender pay gap?

The overall pay gap is small at the council with the only slight anomaly being the mean gap in the UQ.

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 UMQ or UQ; with incremental progression this year they will now be at Level 4 and therefore only in the UQ.

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

The data shows that the salary range in the UQ is much bigger than the other quartiles (it jumps from a spread of a few pounds per hour, to a spread of more than £50 per hour between G9L3 to the rate for Chief Executive) giving potential for much greater variation in the averages.

Whilst the gender split within the UQ is relatively consistent with the other quartiles and overall gender split (see Table4), 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	37.5%	62.5%	9.49	9.57	9.50	9.50
LMQ	33.7%	66.3%	12.23	11.93	12.01	11.87
UMQ	37.8%	62.2%	14.83	14.82	14.83	14.83
UQ	40.1%	59.9%	22.81	20.72	20.27	19.71
Overall	37.3%	62.7%	14.84	14.26	13.21	13.11

Table 4

LQ: 1<sup>st</sup> 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

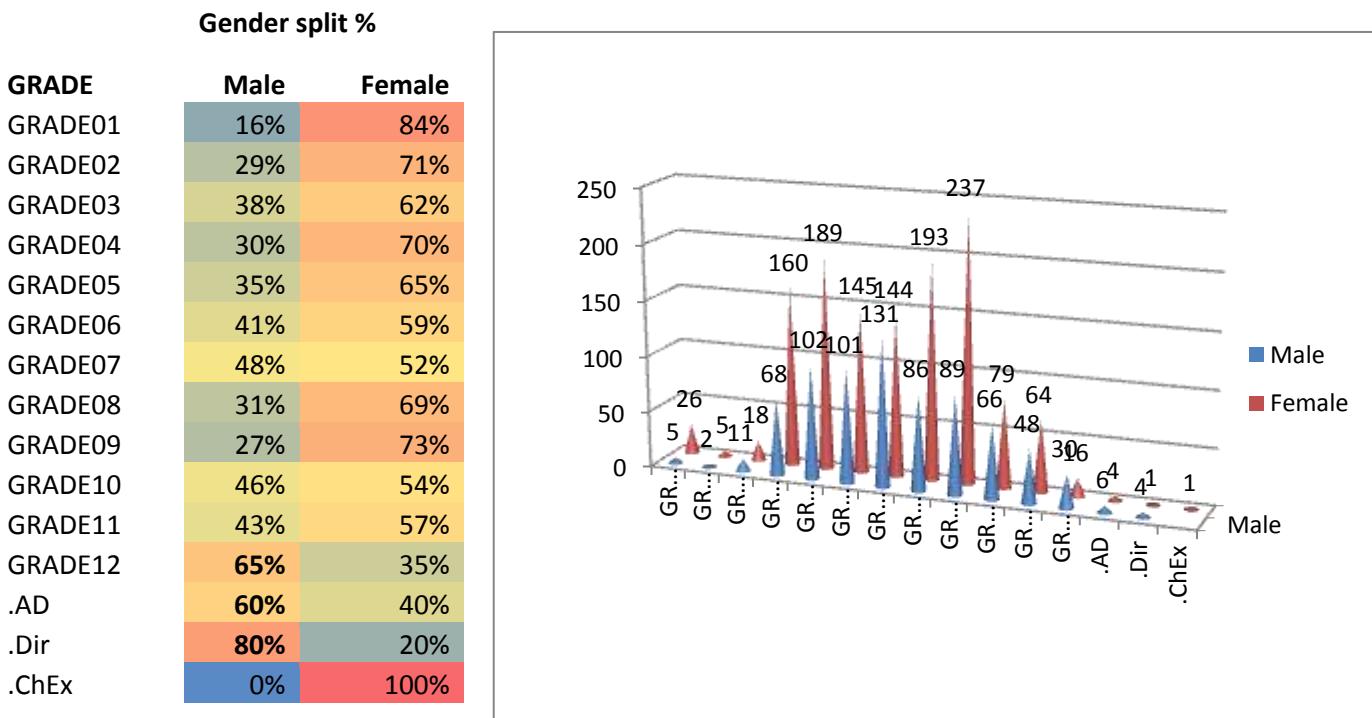
UMQ: 3rd Quartile includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

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

Up to Grade 11 there are consistently more females than males, but there are more males in Grade 12 and the Assistant Director and Director grades. The impact of this is that there are more males comparative to females in three of the top pay levels, which produces a higher mean average for males than females in the UQ. See Figure 1 below:

However, the data reported on here is from almost one year ago and since that time there has already been a significant change in the gender distribution of the senior management team. Over the year this has changed from a male female split of 63% / 38% to 44% / 56%. This change is likely to have a noticeable impact on the mean pay gap reported for the next year.

Figure 1



The 2031 staff included in the above data are in the council's 12 grade structure (4 levels per grade) or in the Chief Officer posts: Assistant Directors, Directors and Chief Executive.

(The remaining 104 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 councils in the region?

We have compared our data with that published for other councils nationally and in the area, and York compares very favourably at both the mean and median.

On the government website there are 125\* councils nationwide (less than half) that had published as at 18<sup>th</sup> March. CYC compares very favourably against these; of those reported to date, it has the smallest pay gap between male and females. For reference, the results for those councils deemed to be comparable with CYC by CIPFA are also included, as shown in Table 5.

Comparable councils (as per CIPFA) who have reported so far:	% 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
Darlington Borough Council	4.3	6.3	73.2	54.9	61.7	58.7
Gloucestershire County Council	7.4	11.8	77.0	73.0	63.0	65.0
Medway Council	10.6	10.4	74.4	79.5	73.7	63.9
Warrington Borough Council	15.7	15.7	87.0	71.0	67.0	62.0
Averages of the *125 councils	6.1	3.8	59.4	61.5	61.2	54.0
<b>CYC 2018</b>	<b>3.9</b>	<b>0.8</b>	<b>62.5</b>	<b>66.3</b>	<b>62.2</b>	<b>59.9</b>
<b>CYC 2017</b>	<b>3.6</b>	<b>0.2</b>	<b>66.5</b>	<b>62.8</b>	<b>61.6</b>	<b>61.6</b>

Table 5

The above data is correct as submitted at 18 March 2019

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

While 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 doing everything that it can to reduce the gap further.

The senior management team have made a commitment for 2019 to look at areas within the workforce with high levels of single gender representation and consider what options might exist to redress the balance. Changes in the male female ratio within the senior management team has already been seen over this year.

It is planned to develop the collection and reporting of information over the next few years, to better see areas that may need to be addressed. These could include the following:

- **recruitment** information which will aid in identifying areas where there may be less representation of female applicants, or those selected for interview, or recruited, and allow exploration of any measures available to address this.
- explore the **career** history of females especially in the higher grades, to see their career progression compared to males.
- examine if there are relatively more female **leavers** at higher grades.

The council has already taken other 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, 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.

---

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

Signed



Date 27<sup>th</sup> March 2019