



TRAFFORD
COUNCIL

Report on Gender Pay Gap 2022

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Date : April 2023

What are the gender pay gap reporting requirements?

All organisations with 250 or more employees must report annually on their gender pay gap. Local Authorities must also report under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The required gender pay gap data must be reported on the organisation's website and to the government – using the gender pay gap reporting service.

There is a requirement to publish the following figures (where applicable to the organisation in question) based on the 'snapshot date'. For reporting in 2023, the 'snapshot date' was 31st March 2022, i.e., the payroll data for March of last year.

- Mean gender pay gap.
- Median gender pay gap.
- Mean bonus gender pay gap (not relevant for Trafford Council).
- Median bonus gender pay gap (not relevant for Trafford Council).
- Proportion of males and females receiving a bonus payment (not relevant for Trafford Council).
- Proportion of males and female in each pay quartile.

The mean is obtained by adding up all the figures and dividing the result by the number of figures in the list.

The median is obtained by listing all the figures in numerical order and taking the middle number.

What does the gender pay gap mean?

The gender pay gap shows the difference in the average pay between all men and women in a workforce. It is expressed as a percentage of men's earnings. A positive gap means that men are on average earning more than women (for example 10%). A negative gap means that women are on average earning more than men (for example -10%). Many factors can contribute to a gender pay gap, including equal pay, part-time work, the types of job in the organisation and having and caring for children.

What does equal pay mean?

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Equal pay means that men and women in the same employment performing equal work must receive equal pay and it is the law (Equal Pay Act 1970). If an organisation doesn't have a system in place to ensure equal pay, it can contribute to the gender pay gap, but may be one of many factors.

Workforce composition by gender and employee status

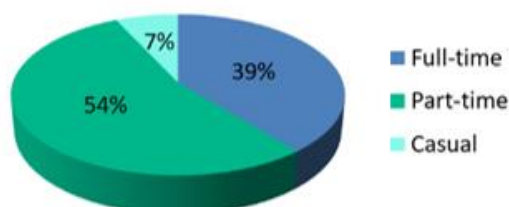
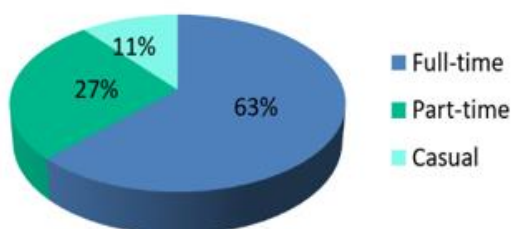
It is useful to understand our workforce demographics as they heavily impact on our gender pay gap. This information is based on all posts which are included for the purposes of calculating the gender pay gap.

All Staff



Of the 26% **male** post-holders...

Of the 74% **female** post-holders...



Full-time staff proportional breakdown

Part-time staff proportional breakdown

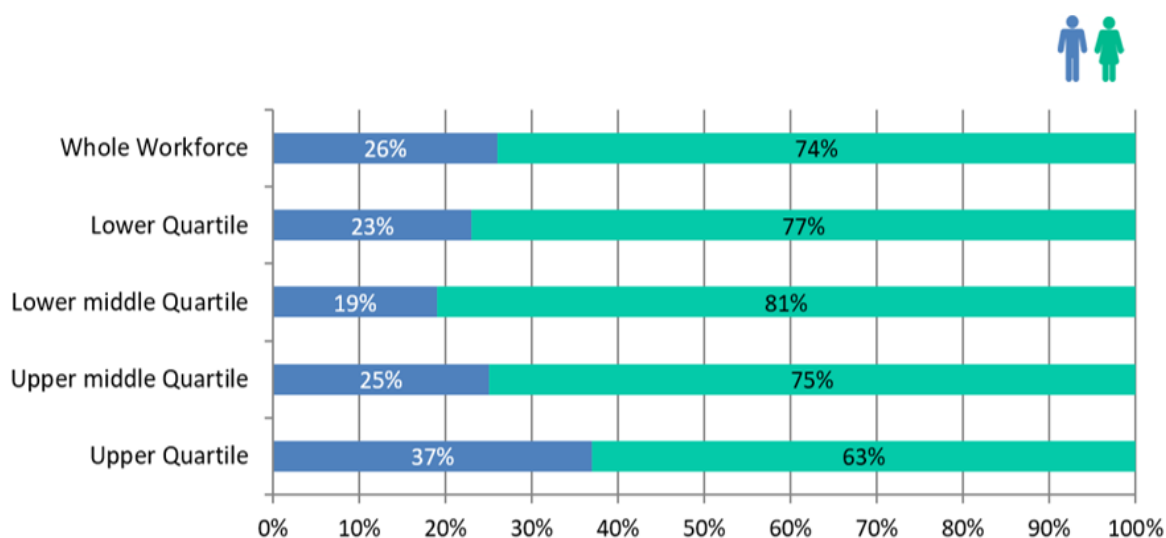
Casual staff proportional breakdown



We have a predominantly female workforce (74%) and nearly half of all posts are worked part-time (47%), meaning we can offer a lot of valuable flexibility to colleagues. This flexibility is attractive to women, with 85% of part-time posts being undertaken by women. Nationally, more part-time roles tend to be lower graded jobs and therefore lower paid - this is certainly the case within Trafford Council.

Pay quartile gender distribution

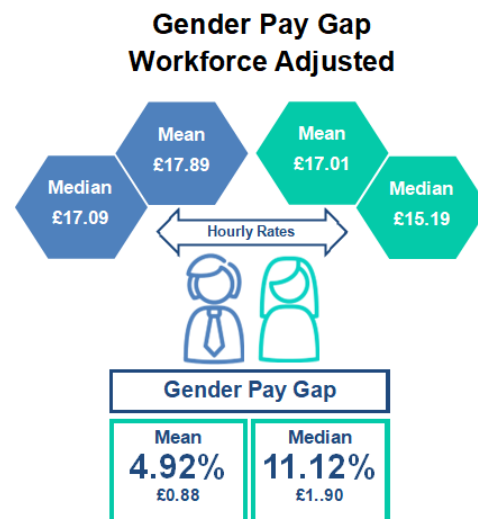
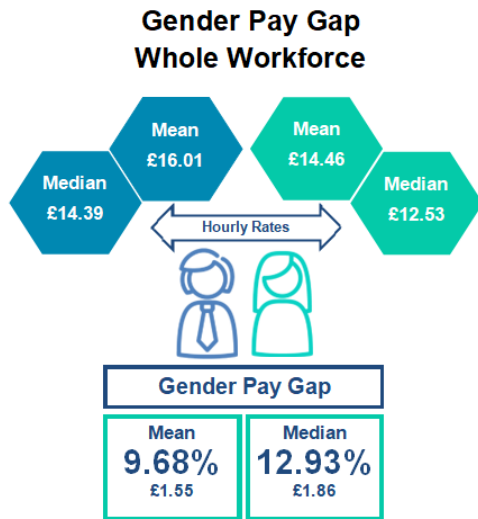
This looks at the workforce, in order of hourly rate, split into quarters and the proportion of men and women in each quarter. The upper quartile has the highest earners, and the lower quartile has the lowest earners.



Our gender pay gap

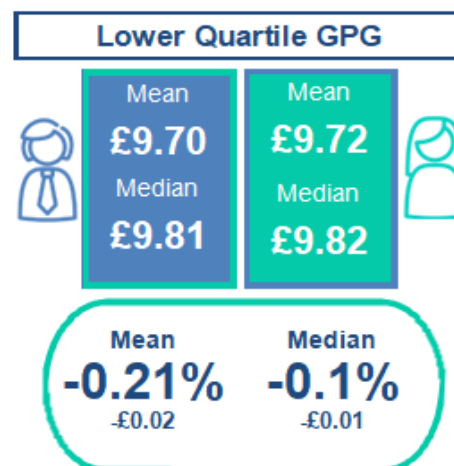
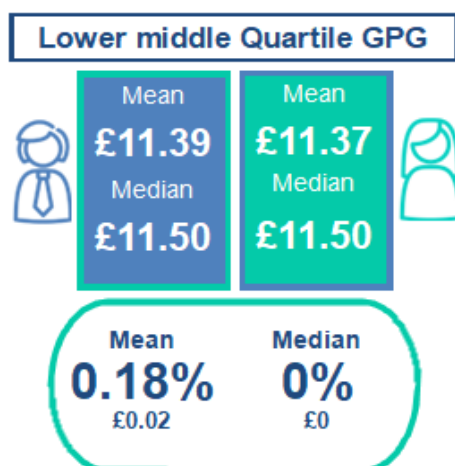
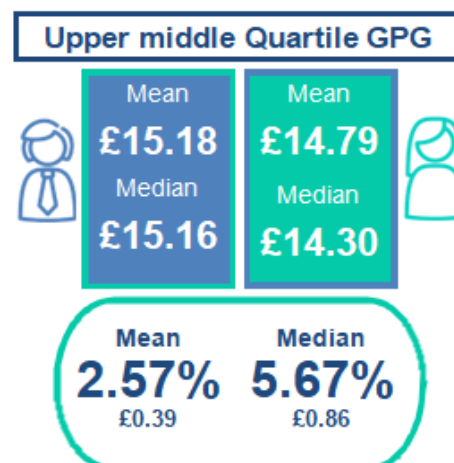
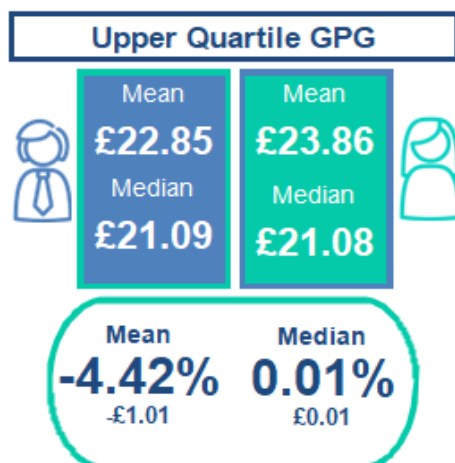
Trafford Council has a mean gender pay gap of 9.68% and a median gender pay gap of 12.93% as of 31st March 2022. This is significantly below the mean and median gap for the UK of 13.9% and 14.9% respectively (all employees as per ONS, Gender Pay Gap in the UK 2022 provisional edition released November 2022). This is an increase as compared to the 31st March 2021 figures when we had a mean gender pay gap of 8.14% and a median gender pay gap of 10.77%.

The main reason for our gender pay gap is occupational segregation, the fact that some types of job are more traditionally undertaken by females and some by males. Our workforce is predominantly female, and we have a disproportionate number of roles on our lower pay bands that tend to be undertaken by women as opposed to men. We have large groups of catering, cleaning, passenger assistant, care assistant and support worker roles, which are on our lower pay bands, which are traditionally undertaken more often by women. In the past we had large groups of staff on lower paid bands in the environmental, highways and street lighting services which are traditionally undertaken by men – however these roles are not undertaken by Council employees now. The type of roles that we employ in-house and those employed through contracts influences our figures. This means there is an imbalance at the lower pay bands of the organisation. If we don't include these groups (workforce adjusted), the mean gap is significantly smaller at 4.92% and the median reduces a little to 11.12%.



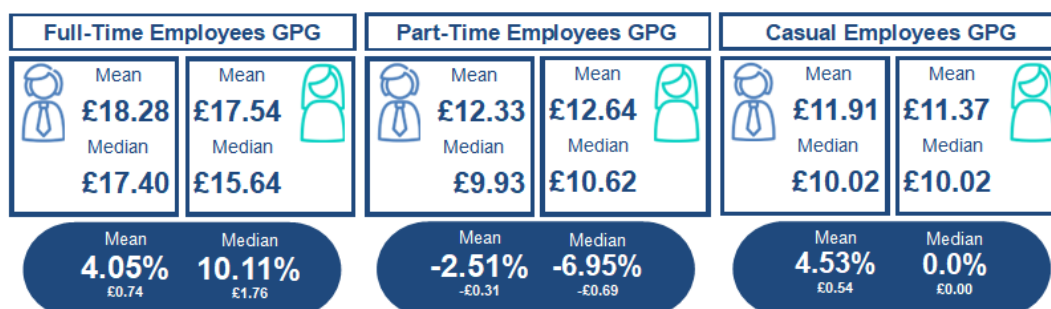
Gender pay gap - quartiles

It is useful to look at the gap between the pay of our male and female employees in the 4 different pay sectors in the organisation. The pay quartiles show the workforce, in order of hourly rate, split into quarters.



Gender pay gap – type of contract

It is useful to look at our gender pay gap in terms of full-time, part-time and casual status.



What does Trafford Council's gender pay gap mean?

We have a robust job evaluation scheme in place to ensure all posts receive fair pay based on the requirements, demands and responsibilities of the role – this means that men and women in our workforce receive equal pay for work of equal value. We are confident that the gap isn't due to an equal pay issue.

The causes of the gender pay gap are complex and can be overlapping. Several of the factors that we believe contribute to our gender pay gap are:

The types of service that we provide and those that are in-house as opposed to contracted out - a large proportion of the lower paid roles that we directly employ traditionally tend to be undertaken more often by females. We have significant numbers of staff who undertake catering, cleaning, passenger assistant, care assistant and support worker roles, which are on our lower pay bands and are predominantly undertaken by women. We no longer directly employ comparable roles on our lower pay bands which tend to be undertaken by men. Also, we have a lot of administrative roles on the lower pay bands which are more often undertaken by women. This phenomenon is called 'occupational segregation'.

We have a large proportion of part-time roles - 47% of total posts are part-time and these are predominantly undertaken by women (85% of posts). National research shows that part-time roles tend to be lower paid than full-time roles. We have a significant pay gap between full-time and part time posts (29.31% mean and 35.40% median). When we look at the gender pay gap for employees in part-time roles it is in favour of women. As we move up through the quartiles the proportion of roles that are part-time reduces: 76% in the lower; 56% in the lower middle; 33% in the upper middle, and; 23% in the upper. Of the part-time roles in the upper quartile 83% are undertaken by females and 17% by males.

We have an older workforce – 74% of post-holders are aged 40 or over. There is evidence that the pay gap between men and women is smaller under the age of 40 (Mean 3.19% and Median 3.29%) and is significantly larger for those over 40. This is linked to having and bringing up children – and in the UK women still take more responsibility for childcare over their career. (Mean 12.28% and Median 19.91%).

This is certainly the case at Trafford Council as the pay gap for under 40s is 3.19% mean and 3.29% median in favour of men and for over 40s it widens to 12.28% mean and 19.91% median.

We have a predominantly female workforce – women are often attracted to the Council because of the family friendly and flexible working practices we have. Evidence shows that women tend to end up in roles with lower pay.

Although overall we have a mean pay gap of 9.68% and a median pay gap of 12.93%, when we break the workforce down into the 4 quartiles, the gap reduces or becomes negative for all quartiles apart from the Upper Middle. In the Upper Middle some services feature where the proportion of males occupying posts is higher than in the workforce overall and for some in the service overall as well (Communications, STaR Procurement, ICT, Finance, Commissioning, Insights and Intelligence, HR, Growth and Regulatory, One Trafford Partnership). Also, there are a number of catering supervisory roles predominantly undertaken by women (92%) which are at the lower end of the quartile. The information on quartiles shows that occupational segregation is the biggest reason for our gender pay gap.

The gender pay gap looks very different depending on whether we look at the gap among all employees, full-time employees only or part-time employees only. This is because women are much more likely than men to work part-time and part-time employees tend to have lower pay and work in different roles to full-time employees. If we look at full-time employees, the mean pay gap is 4.05% and the median pay gap is 10.11%. If we look at part-time employees, the mean pay gap is -2.51% and the median pay gap is -6.95%. Therefore, the full-time pay gap is in favour of men however for part-time employees pay gap is in favour of women.

Women are proportionately under-represented in the upper quartile (63% female) which has the highest paid employees as compared to the workforce gender split in general (74% female). However, despite this in the upper quartile the gender pay gap is in favour of women (mean of -4.42% and median of 0.05%), so they actually earn more on average than men at the top of the organisation.

As well as considering the top quartile, if we look at those on senior manager pay bands (SM4 up to our Chief Executive), 68% are female and there is a negative mean pay gap of -12.40% and a negative median pay gap of -9.47%. This shows that women in our most senior positions are not being disadvantaged as compared to men in the most senior positions, on average.

We are committed to continuing to explore the reasons for our gender pay gap and considering appropriate measures to reduce the gap.

Areas of focus to improve our Gender Pay Gap.

What we have put in place already:

- Many flexible working options available and targeted promotion of a 9-day fortnight.
- Review of recruitment practices to ensure that any barriers affecting women are reduced. We have rolled out values-based recruitment training which covers equality, diversity and inclusion. Encourage managers to have diverse recruitment panels.
- Coaching scheme to support development and career progression.
- Working Well Passport.
- Development of our appraisal process into a more holistic regular check-in with more of a focus on wellbeing and career development.
- Improved support and provision for employees who are carers and those who have childcare responsibilities. We have continued to work towards our Carer's action plan.
- Adopted a 'hybrid by default' approach for roles that can be undertaken from different locations – this gives lots of flexibility for those who have caring responsibilities.

Areas for future focus:

- Removal of Spinal Column Point 1 from our pay spine from April 2023.
- Real Living Wage supplements from January 2023 with Trafford having achieved Real Living Wage accreditation in March 2023.
- More flexible working opportunities especially at a senior level – moving our flexible working policy to a day 1 right to request a flexible working option.
- Improved development plans and career opportunities/pathways/progression particularly for colleagues on our lower pay bands.
- Health and wellbeing and Equality, Diversity and Inclusion calendar.
- Menopause support and policy.
- More career graded posts so there are more clear career progression routes.
- Introduction of stay interviews and framework.
- Framework and approach developed and embedded for succession and talent.
- Application for the 'Carer Confident' scheme.