



**TRAFFORD**  
**COUNCIL**

# **Gender Pay Gap Report 2018**

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## **What are the gender pay gap reporting requirements?**

In 2017, the Government introduced new legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Local Authorities must also report under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

They must publish their gender pay gap data on their public-facing website and report to government online – 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' - which for 2018 reporting was 31<sup>st</sup> March 2018, i.e. the payroll data for the month of March 2018. This information must be published by 'specified local authorities' no later than the 30<sup>th</sup> March 2019.

- 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?**

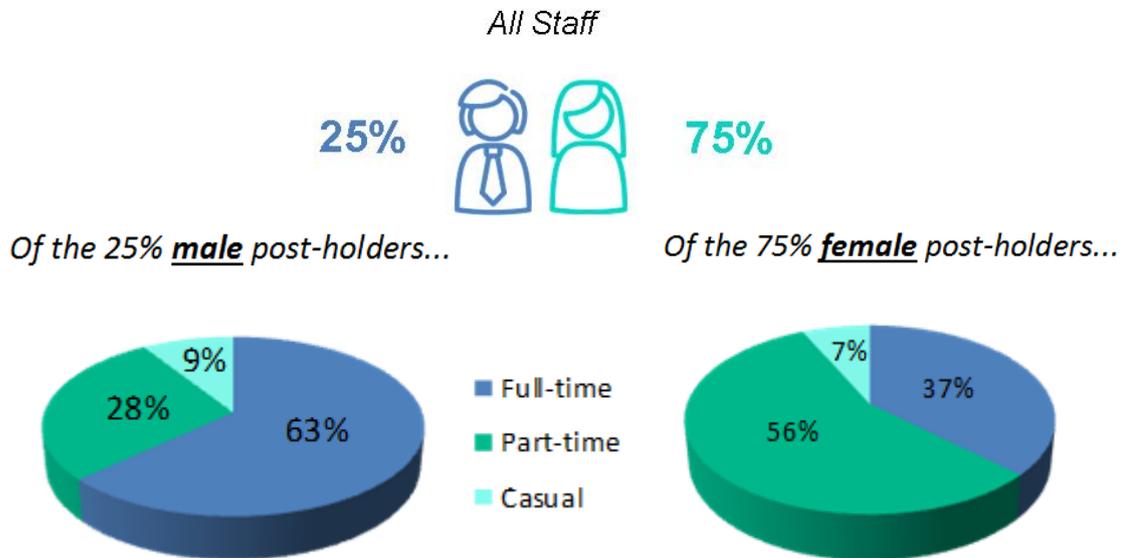
The gender pay gap shows the difference in the average pay between all men and women in a workforce. It is expressed as a percentage of men's earnings. A positive gap means that men are on average earning more than women (for example 10%). A negative gap means that women are on average earning more than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

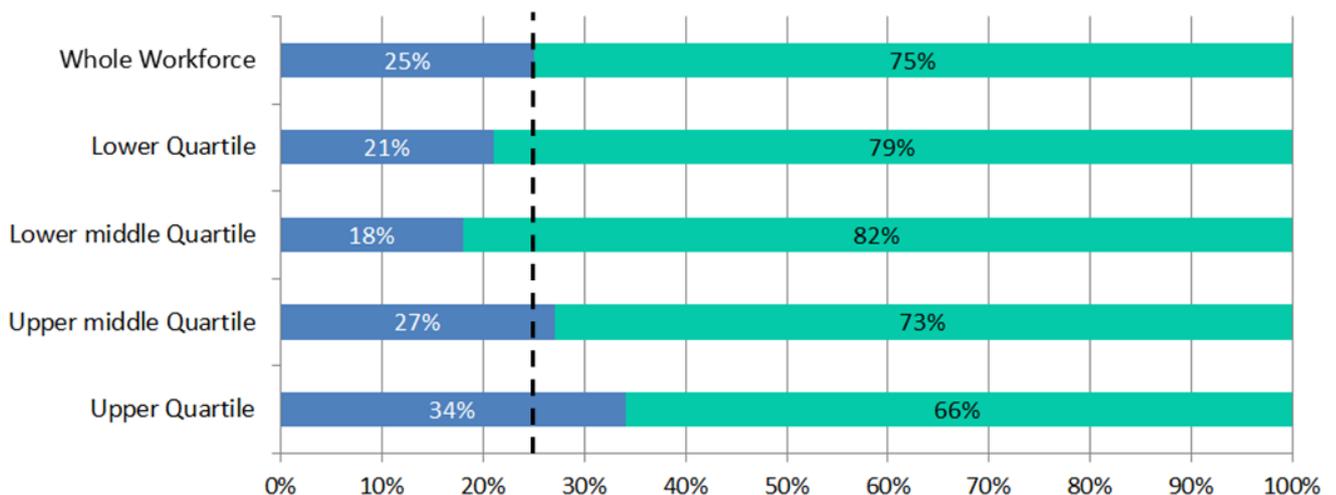
## Workforce composition by gender and employee status

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.



## 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.

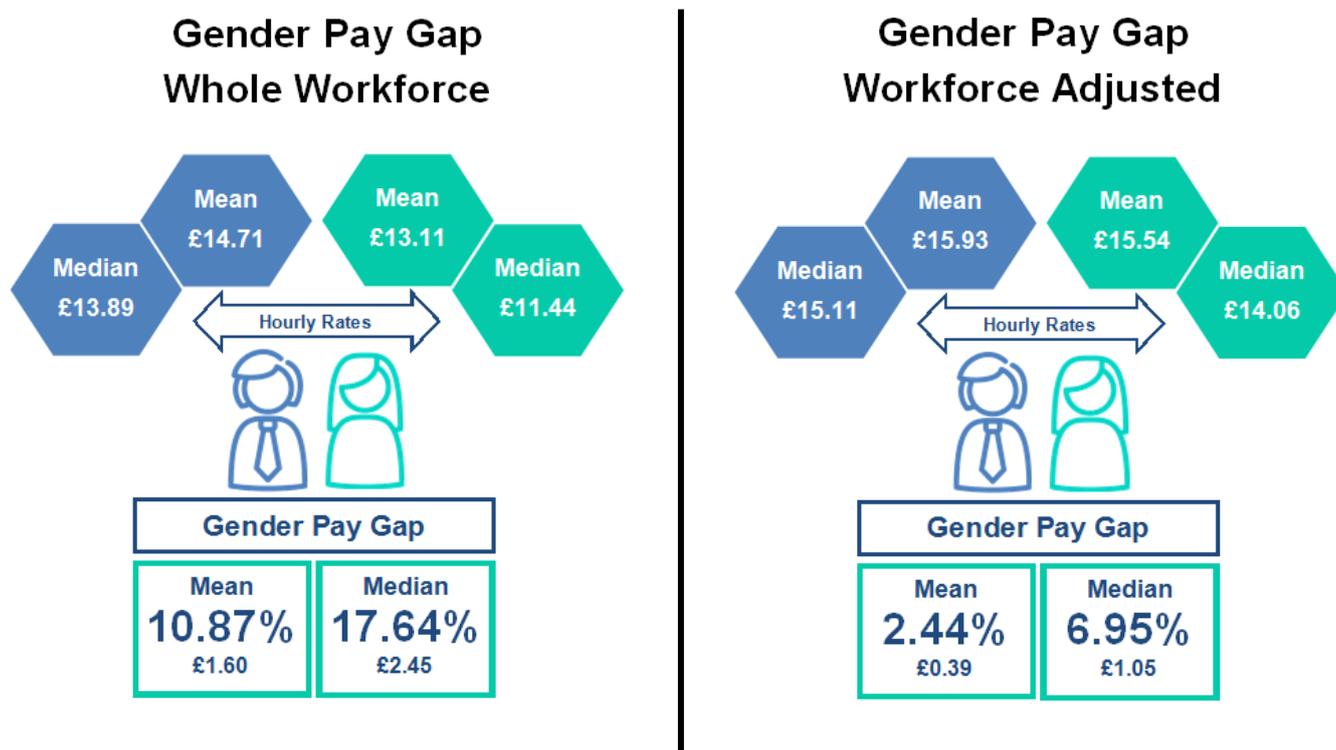


We have a predominantly female workforce (75%) and nearly half of all posts are worked part-time (49%), meaning we can offer a lot of valuable flexibility to our staff. This flexibility is attractive to women, with 86% of part-time posts being undertaken by women. Nationally, part-time roles tend to be lower paid and within the Council there is a significant gap between the average part-time and full-time hourly rate (30.37% mean and 38.49% median).

## Our gender pay gap

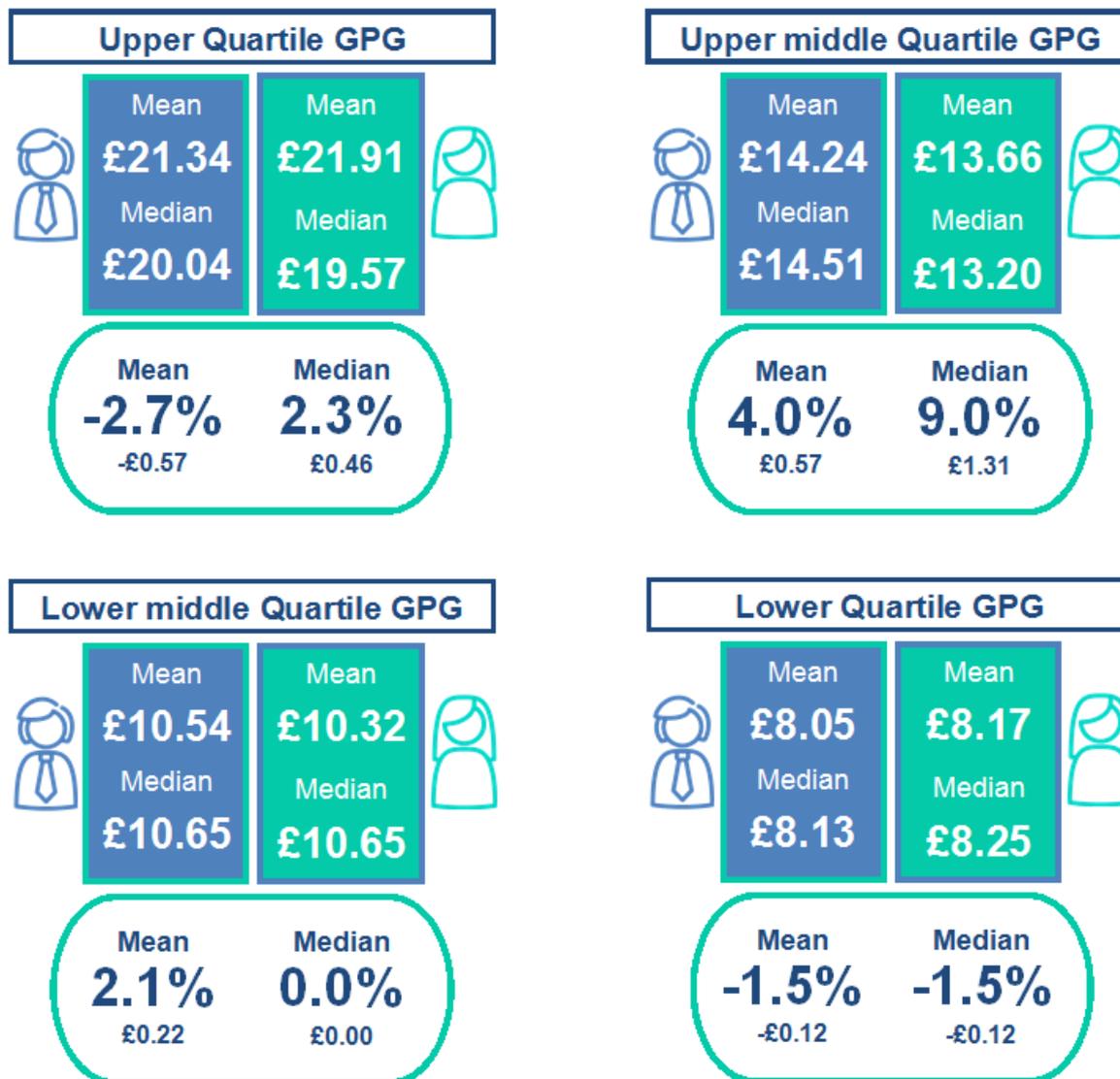
Trafford Council has a mean gender pay gap of 10.9% and a median gender pay gap of 17.6% as at 31<sup>st</sup> March 2018. The overall UK gender pay gap reported in 2018 was 17.9% median (Office for National Statistics – Gender pay gap in the UK:2018). This is a marginal increase as compared to the figures in 2017 when we had a mean gender pay gap of 10.7% and a median gender pay gap of 17.0%

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. In particular, 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 by women. We previously 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 no longer undertaken by Council employees. The type of roles that we employ in-house and those employed by external organisations has an effect on 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 gap is significantly smaller at 2.44% (mean) and 6.95% (median).



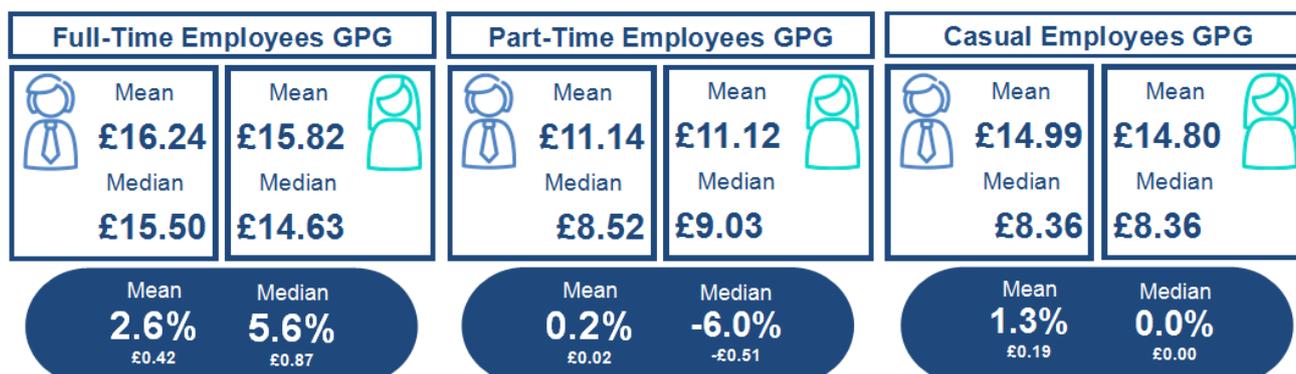
## Gender pay gap - quartiles

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, meaning 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:

**A large proportion of the lower paid roles that we employ traditionally tend to be undertaken more often by females** - we have a large group of catering, cleaning, passenger assistant, care assistant and support worker roles, which are on our lower pay bands and we no longer directly employ comparable roles 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 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.

**We have a large proportion of part-time roles** - 49% of total posts are part-time and these are predominantly undertaken by women (86% 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 (30.67% mean and 38.49% median) which is similar to the national picture.

**We have an older workforce** – 76% 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 and is significantly larger for those over 40. The widening of the gap is likely to be because of patterns of return to work after having children, in particular any differences between men and women in timing and nature of returning to work and working flexibly.

Although overall we have a mean pay gap of 10.9% and a median pay gap of 17.6%, when we break the workforce down into different sectors the gap reduces or becomes negative.

The gender pay gap nationally 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 median gender pay gap nationally is 8.6%, within the public sector it is 12.7% but within Trafford Council it is lower than both at 5.61%. If we look at part-time employees, the median gender pay gap nationally is -4.4%, within the public sector it is 26.5% but within Trafford Council, it is again lower than both at -6.0%.

If we consider workforce quartiles, the gap significantly reduces or becomes negative. In the upper quartile of earners, there is a mean pay gap of 2.69% in favour of women and a median gap of 2.31% in favour of men. In the lower quartile the mean and median pay gaps are both in favour of women (mean gap of -1.46% and median gap of -1.50%). Women in the two middle quartiles only earn slightly less than their male counterparts on average.

Similarly, if we look at those on senior manager pay bands, 64% are female and there is a negative mean pay gap (-17.09%) and a negative median pay gap (-13.68%). Thus women in the most senior positions are earning significantly more than men in the most senior positions, on average.

The fact that women are proportionately under-represented in the top quartile and senior pay bands as compared to the workforce gender split in general, but actually earn more on average than men, illustrates the fact that women are progressing to the most senior posts in our organisation with the highest salaries.

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

### **Areas of focus to improve our Gender Pay Gap.**

- More flexible working opportunities and promotion of flexible working - particularly in senior roles.
- Support for 'returners' – those who have come back to work after maternity leave or an extended career break.
- Review of recruitment practices to ensure that any barriers affecting women are reduced.
- Mandatory recruitment training.
- Improved career opportunities/pathways/progression.
- Improved support and provision for employees who are carers and also ensuring there is appropriate support and provision for those who have childcare responsibilities.