

## Gender Pay Gap

### Background Information

The Council are committed to the principle of equal opportunities and equal pay for all employees. The Council pays equal pay for work of equal value and this is ensured through the use of the NJC (used for Grade 1-13) and Inbucon (used for Chief Officers) job evaluation schemes, an agree pay structure, the application of NJC and JNC terms and conditions, the application of the single status agreement for Green and Red Book employees, pay policies relating to non-standard working arrangements such as out of hours working and call out payments, and a published pay policy statement. The Council is therefore confident that the pay gap does not stem from paying men and women differently for the same or equivalent work but rather as a result of men and women undertaking different roles at different levels across the Council.

In 2017, The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force in England and Wales, making it mandatory for all public sector organisations with over 250 employees to report and publish their gender pay gap information by 30 March 2018 and annually thereafter.

In line with the legislation, Stevenage Borough Council's first Gender Pay Gap report was prepared using a snapshot of information as at 31 March 2017 and published in March 2018. This report reflects an update to this information as at 31 March 2018.

### Gender Pay Gap Analysis

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings based upon hourly pay. These figures are expressed as a mean and a median.

As detailed below, an improvement has occurred for both the mean and median gender pay gap.

#### Gender Pay Gap Mean

31 March 2018	31 March 2017
6.71%	8.22%

#### Gender Pay Gap Median

31 March 2018	31 March 2017
5.88%	9.88%

The Stevenage Borough Council pay gap information has been calculated in line with the guidance published by ACAS and the Government Equalities Office. Ordinary pay is defined as any monetary payment such as basic pay, allowances (such as payments for extra responsibilities, location related payments, car allowances, recruitment or retention

incentives), payment for a piece of work, pay for leave, shift pay premiums. Therefore the Stevenage Borough Council pay gap has been calculated using the following pay elements:

- Base Pay
- Casual Worker Pay
- Honorariums
- Market Force Supplements
- Tool Allowance
- Essential Car User Allowance
- Chief Officer Payments including Deputy CEO, s151 officer, ADs additional responsibility pay
- Non-Standard Working and Call Out Payments

The calculations do not include overtime payments, redundancy payments, pay relating the termination of employment, expense payments, benefits in kind, interest free loan payments in line with the ACAS and Equalities Office Guidance.

The regulations also, state that a pay gap analysis should be performed on employee bonus information, however, as Stevenage Borough Council do not pay bonuses to any staff members this is not relevant.

### Quartile Information

Additionally, the Council are required to publish figures, to show the proportion of male and female full-pay relevant employees in four pay bands. These bands by:

- Ranking all full-pay relevant employees from highest to lowest paid
- Dividing this list into 4 equal parts
- Calculating the percentage of men and women in each of the 4 parts.

Table 1 below shows the summary quartile information and figures 1-4 show a graphical representation of the split within each of the quartiles.

Table 1 – Quartile Information for 31 March 2018

Quartile	Women	Men
Upper (75-100%)	49.04%	50.96%
Upper Middle (50-75%)	61.15%	38.85%
Lower Middle (25-50%)	56.69%	43.31%
Lower (0-25%)	57.59%	42.41%

Table 2 – Comparison Information 31 March 2018 and 31 March 2017

Quartile	Women 31 March 2018	Women 31 March 2017	Men 31 March 2018	Men 31 March 2017
Upper (75-100%)	49.04%	46.20%	50.96%	53.80%
Upper Middle (50-75%)	61.15%	55.06%	38.85%	44.94%
Lower Middle (25-50%)	56.69%	56.33%	43.31%	43.67%
Lower (0-25%)	57.59%	58.49%	42.41%	41.51%

An office of national statistics report published in October 2018, noted the UK Gender Pay Gap as 8.6%. The Council's figures therefore still compare favourably to the national average pay gap, however, on average men are still paid more than women.

#### Action Plan

- During 2019/20, through the use of flexible and agile working arrangements we will continue to support our female workforce in maintaining employment with us whilst also supporting child and adult care arrangements at home. Additionally we will promote the share the joy campaign to encourage our male workforce to utilise these policies also.
- We will continue to advertise role for longer periods of time to encourage applications from female applicants.
- We will use our employer brand to promote Stevenage as a flexible and agile place to work.
- We will seek accreditation from Timewise to demonstrate we are an employer of choice in relation to flexible working.

I, Scott Crudgington, Chief Executive, confirm that this information in this statement is accurate



Scott Crudgington, Chief Executive