

## Gender Pay Gap Report – March 2021

### Introduction

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap.

Gender Pay Gap reporting should not be confused with an Equal Pay Audit. They are linked but separate, different measures.

**Equal Pay** - the statutory right for men and women to be paid the same for completing work of equal value.

**Gender Pay Gap** - Is a review of the average earnings between men and women within an organisation.

A Gender Pay Gap may reveal a difference between the average earnings of men and women, but it does not mean that people are being paid unfairly. It may mean that there are more men in higher paid roles and women in lower paid roles across the organisation.

### Pay at North Somerset Council

The council is an equal opportunities employer and, is committed to the principle of equal pay in employment. The council believes that men and women workers should receive equal pay for like work, work rated as equivalent or work of equal value, and in order to achieve this we maintain a pay system that is transparent, based on objective criteria and is free from bias.

Every job is evaluated using the Hay Job Evaluation Scheme which determines the relative size of each job. The points awarded through job evaluation determines which is the appropriate grade for the job.

Pay progression is based on increments. Progression up to the maximum of the grade through incremental salary points takes effect from the anniversary of the start date of the employee in the post.

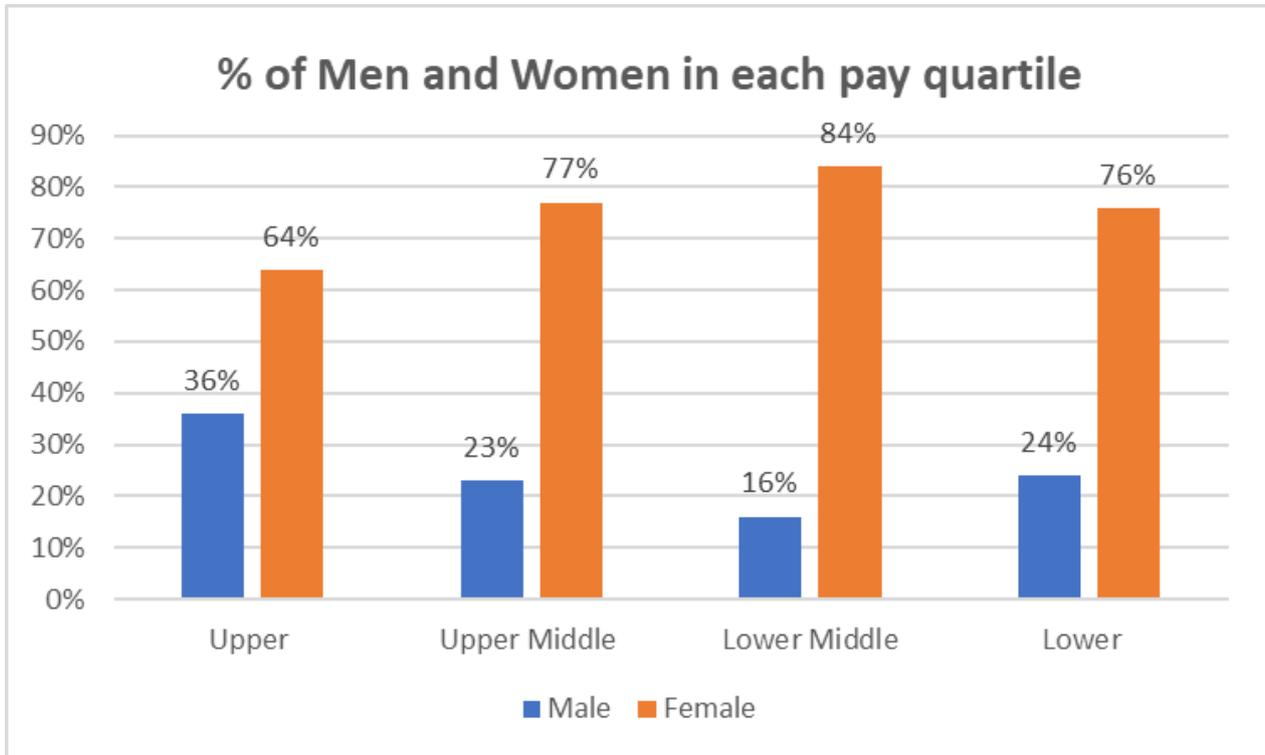
### Gender Pay Gap Reporting

The figures included within this report have been taken from employee data on 31st March 2020.

The analysis of the gender pay reporting information indicates that there is a mean gender pay gap of 11.68% in favour of men; the mean hourly rate for men is £17.47 and for women

£15.43. The median gender pay gap 11.08% in favour of men; the median hourly rate for men is £16.25 and for women £14.45.

The council does not make any bonus payments to staff, so this analysis is not applicable.



Women make up 75% of the employees in NSC, the graph above reflects that for all quartiles there are more women than men. For there to be no gender pay gap the percentages across each of the quartiles would be the same as those employed by the Council, i.e. 75% women, 25% men. The biggest differential is in the upper quartile where there is a higher percentage of men (36%) than are employed generally across the workforce (25%), although it should be noted that this is an improvement on 2019 Gender Pay Gap where there was a negative difference of 14% for women in this quartile.

Quartile	Men	Women	Difference in % women in each quartile compared with North Somerset Council overall workforce
Upper quartile (highest paid)	36%	64%	- 11%
Upper middle quartile	23%	77%	+ 2%
Lower middle quartile	16%	84%	+ 9%
Lower quartile (lowest paid)	24%	76%	+ 1%

### Comparison with March 2019 figure

Since the data was analysed in 2019 there has been a small decrease in the median pay gap; from 12.90% to 11.08%. The mean gap has also seen a very small decrease from 11.95% in 2019 to 11.68%.

This is the fourth report that illustrates the gender pay gap for North Somerset Council, since 2018 there has been a consistent decrease in the percentage gender pay gap in both of the median and mean measures.

Looking at the overall distribution of men and women across the quartiles there has been a small increase in the percentage of women who are employed in upper quartile. Including the appointment of a woman in the role of Assistant Director and Director in the Place Directorate.

## **Reasons for the Gender Pay Gap**

The council operates a well-recognised job evaluation model and has a clear policy of paying employees equally for the same or equivalent work regardless of their gender. We are confident that this gap is not as a result of paying men and women differently for the same or equivalent work, rather it is as a result of the roles in which men and women work within the council and the salaries that these roles attract.

Services such as street cleaning and refuse collection which traditionally employ more men than women have been contracted out to partner organisations, whereas children's centres and nursery workers which traditionally employ more women than men are provided directly by the council.

There are no significant differences between men and women in the annual staff survey regarding levels of satisfaction with basic pay, benefits and job security and the survey has not indicated any discrimination in the workplace as a result of gender. However, this will continue to be monitored.

## **Work to reduce the Gender Pay Gap**

North Somerset Council is committed to ensuring fair pay, and have identified the following to build on the actions we have already taken to encourage gender equality at work over the next 12 months:

- Continue to take a fair and consistent approach to pay and grading through robust job evaluation processes
- Promote to encourage all employees to take advantage of arrangements that enable them to fulfil their caring responsibilities, such as shared parental leave, flexible working, home working etc.
- Continuous review and improvements to our recruitment process
- Analysis of our employee data, including starters and leavers to establish any trends
- Monitor exit interview data and identify any trends to understand common reasons for leaving
- Annual analysis of the results of our staff survey to review if there are any inequalities as a result of gender
- Use the Apprenticeship Strategy to target areas that are difficult to recruit and retain staff.

**Su Turner**  
**Head of People Services**  
**February 2021**