

# Worcestershire County Council Gender Pay Gap Report 2021



## Forward

Worcestershire County Council (WCC) is committed to ensuring a positive working environment and developing an inclusive workforce for everyone.

We are pleased to have made improvements in both our mean and median hourly rate pay gaps this year:

- 8.24% (£1.28) pay gap between the mean hourly rate of men and women. This an improvement on 2020 when it was 10.58% (£1.60).
- 3.94% (£0.52) pay gap between the median hourly rate of men and women. This is an improvement on 2020 when it was 12.97% (£1.70)

This compares favorably when benchmarked against the 2021 national gender pay gap of 14.9%\*(mean) and 15.4%\*(median), and the public sector where the gender pay gap was 14.8%\*(mean) and 18.0%\*(median).

As an organisation we believe that the solution to continuing to improve our pay gap is wider than just focusing on the differences between the average pay of men and women.

Our Workforce Strategy 2021 – 2024 sets out our ambition to be an employer of choice, with:

- A culture where our employees live and breathe our vision and values through everything they do and they want to contribute to our success
- An environment where our employees perform at their best and demonstrate our behaviours on a daily basis.
- A workforce which has personal and collective resilience by putting employee wellbeing at the heart of everything we do.
- Visible leadership at all levels from leaders who have the freedom to act; making us a high performing organisation.
- The right people, with the right skills, in the right roles who are empowered and supported to succeed.
- A flexible workforce which is responsive to the needs of the people of Worcestershire both now and in the future.

We are fast tracking a number of activities to improve Equality, Diversity and Inclusion (ED&I) across the Council. This includes creating a new ED&I strategy and making improvements in areas we know are effective in reducing the pay gap, such as reviewing recruitment processes, our people policies, ensuring transparency in pay processes, developing our wellbeing approach and providing leadership development, all which support the objectives of our Workforce Strategy.

This report details the 2021 update for WCC including details on the overall size and profile of our workforce to give context to the gender pay data that follows.



## Introduction

Under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Worcestershire County Council (WCC) is required to publish Gender Pay Gap figures on its own and the government's website annually from 2018. The data provided must be based on pay as at 31st March from the preceding year (i.e., 31st March 2021 for the 2022 submission).

A Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings, for example, 'women earn 15% less than men'. It is an indicator of the differences in opportunity and choices of men and women within the work place. It is not a measure of equal pay i.e., whether men and women receive equal pay for equal work. A GPG does not necessarily mean an organisation has acted inappropriately or discriminatorily.

The Government state that gaps exist nationally for many complex and overlapping reasons, including:

- A higher proportion of women choose occupations that offer less financial reward (e.g., administration). Many high paying sectors are disproportionately made up of male workers (e.g., information and communications technology).
- A much higher proportion of women work part-time and part-time workers earn less than their full-time counterparts on average.
- Women are still less likely to progress up the career ladder into high paying senior roles.



# Our Workforce Profile 31<sup>st</sup> March 2021

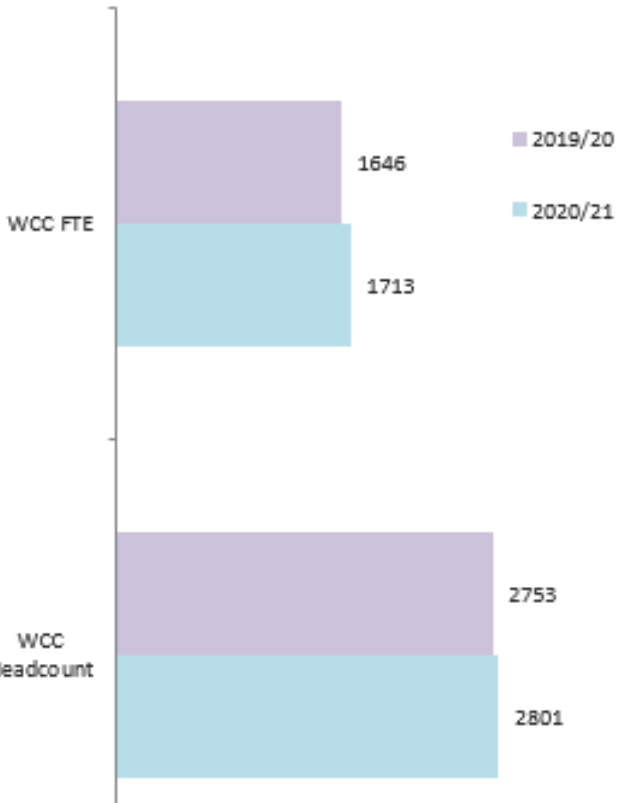
## Worcestershire County Council

### WCC FTE

- 2019/20: 1646
- 2020/21: 1713

### WCC Headcount

- 2019/20: 2753
- 2020/21: 2801



## Headcount by Directorate

### Chief Exec Unit

- 2019/20: 244
- 2020/21: 397

### Commercial and Change

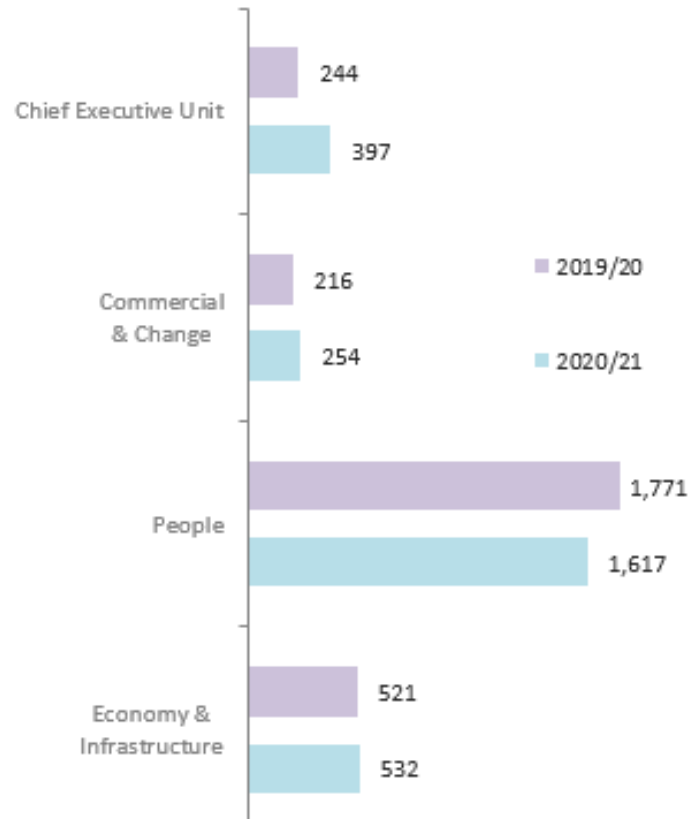
- 2019/20: 216
- 2020/21: 254

### People

- 2019/20: 1771
- 2020/21: 1617

### Economy and Infrastructure

- 2019/20: 521
- 2020/21: 532



## FTE by Directorate

### Chief Exec Unit

- 2019/20: 212
- 2020/21: 268

### Commercial and Change

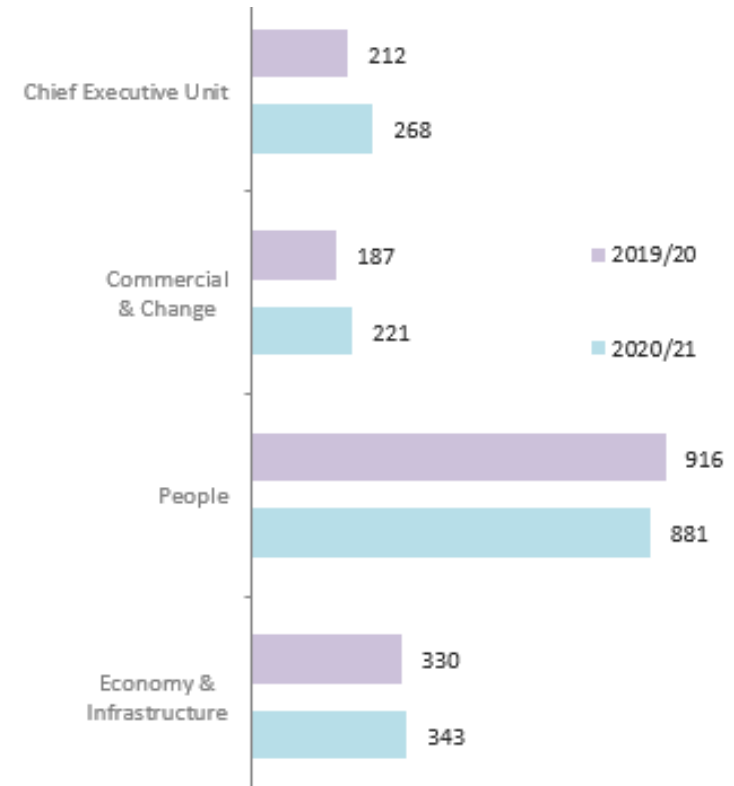
- 2019/20: 187
- 2020/21: 221

### People

- 2019/20: 916
- 2020/21: 881

### Economy and Infrastructure

- 2019/20: 330
- 2020/21: 343



There were a number of restructures across the council affecting staff numbers within directorates.

# Our Workforce Profile 2021

## Age

2019/20

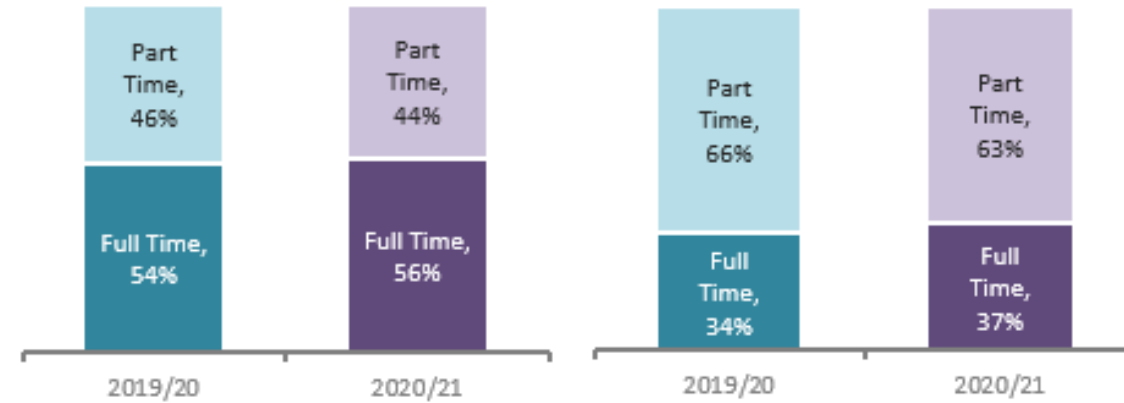
2020/21

Age Range	Male	Female	Male	Female
16-25	1%	2%	2%	3%
26-35	3%	9%	3%	9%
36-45	6%	15%	5%	15%
46-55	8%	23%	8%	22%
56-65	8%	20%	8%	19%
66+	3%	3%	3%	3%

## Full/Part Time

Male

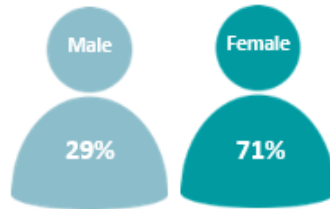
Female



## Gender

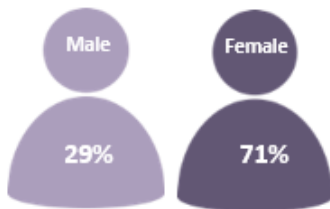
### 2019/20

- Male 29%
- Female 71%



### 2020/21

- Male 29%
- Female 71%

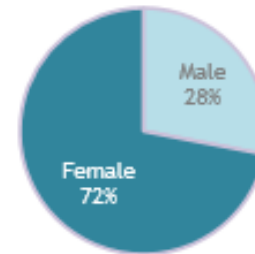


## Ethnicity

### 2019/20

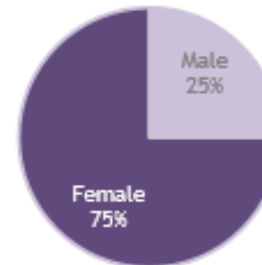
5.43%  
of the workforce are ethnic minorities  
Male: 28%  
Female 72%

The gender split:



### 2020/21

5.12%  
of the workforce are ethnic minorities  
Male: 25%  
Female 75%

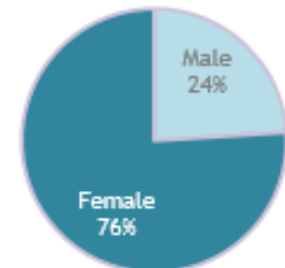


## Disability

### 2019/20

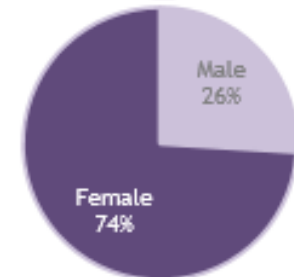
7.09%  
of the workforce have a classified disability  
Male: 24%  
Female 76%

The gender split:



### 2020/21

7.39%  
of the workforce have a classified disability  
Male: 26%  
Female 74%



# Gender Pay Gap 2021 (based on a snapshot of pay at 31/03/2021)

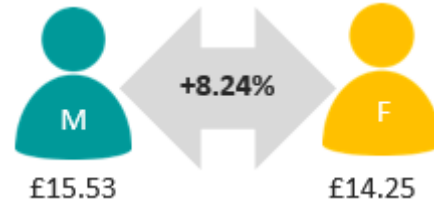
## Overall Gender Pay Gap - Hourly Pay Rates

Gender pay gap is an equality measure to show the difference in average earnings between men and women.

Gender pay gap differs from equal pay; it is unlawful to pay people who perform the same (or similar) duties differently because they are male or female.

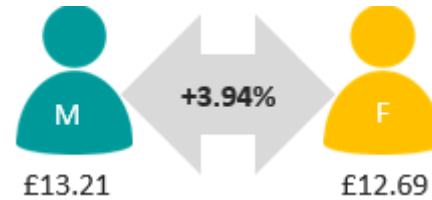
Everyone performing the same role at WCC is paid the same grade irrespective of their gender.

**Mean** (average hourly rate of pay)



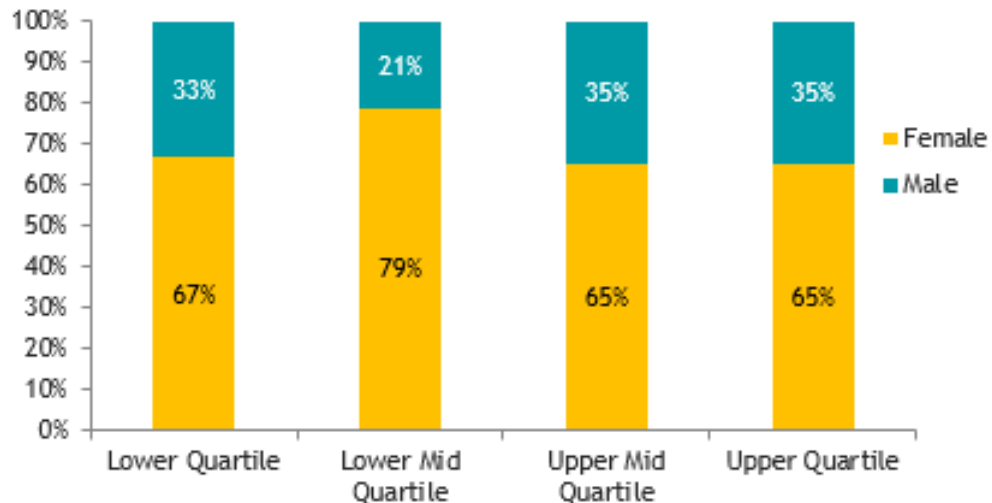
There is an 8.24% (£1.28) pay gap between the mean hourly rate of men and women. This is an improvement on 2020 when it was 10.58% (£1.60).

**Median** (middle hourly rate of pay)



There is a 3.94% (£0.52) pay gap between the median hourly rate of men and women. This is an improvement on 2020 when it was 12.97% (£1.70).

## Proportion Male/Female by Pay Band Quartiles



There are more female than male employees across all quartiles, reflecting the Council's overall workforce demographic. A significant number of our female staff are working part-time, which is generally lower paid work. This is illustrated in our lowest two quartiles.

The highest concentration of female employees is in the Lower Middle quartile, at 79%.

# Gender Pay Gap 2021 (based on a snapshot of pay at 31/03/2021)

## Bonus Pay Gap

It is important to note that the Council does not operate any performance related pay or bonus scheme.

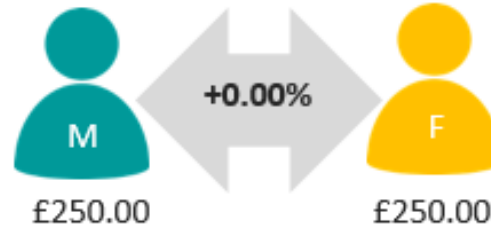
However, in accordance with guidance for bonus definitions in the gender pay gap regulations and ACAS advice, our 'bonus' measure includes long service awards (generally paid in the form of shopping vouchers).

The mean average bonus involves adding up the 'bonus' paid to males and females in the preceding 12 months, and then dividing the relevant totals by the number of males and females who received bonus pay.

'Bonus' figures are based on actual amounts and not full time equivalents, so this means there is no link between 'bonuses' and hours worked.

In the Council's case, the long service award is the same for all and therefore there is no bonus gap.

### Mean ('bonus' average payment)



There is 0.00% (£0.00) gap between the mean bonus pay of men and women.

### Median ('bonus' middle payment)



There is a 0.00% (£0.00) gap between the median bonus pay of men and women.

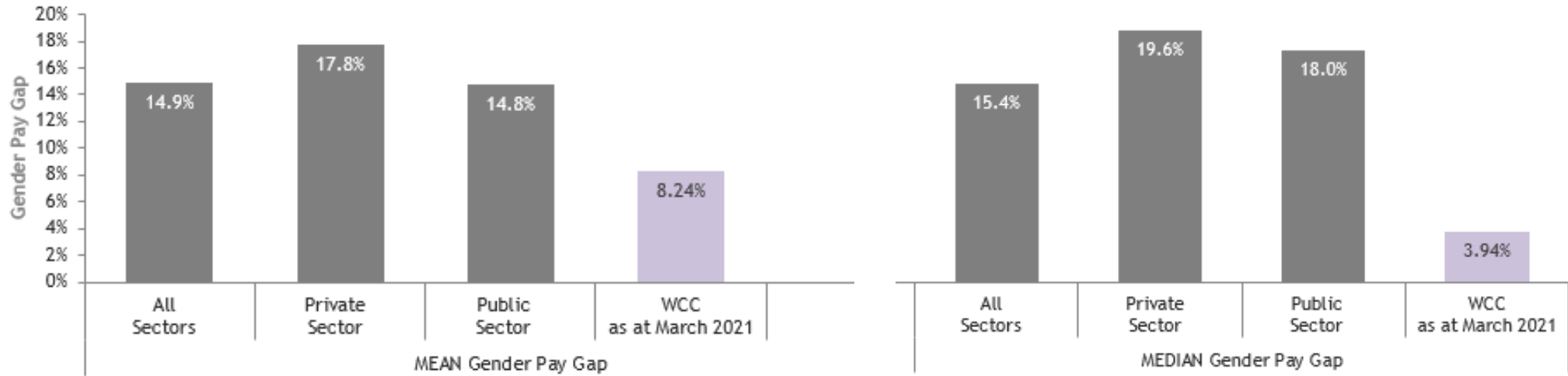
### Bonus Proportions (percentage of men and women receiving a 'bonus')



0.43% of men and 0.67% of women received a bonus.

# Gender Pay Gap 2021 (based on a snapshot of pay at 31/03/2021)

## Pay Gap Benchmarking



\* Source: Annual Survey of Hours and Earnings (ASHE), Office for National Statistics. October 2021 (Provisional)

## Council Averages

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation.

The Council's data compares favorably when benchmarked against the 2021 national gender pay gap of 14.9%\*(mean) and 15.4%\*(median), and the public sector where the gender pay gap was 14.8%\*(mean) and 18.0%\*(median).

Of the top 20 highest paid employees at the Council in March 2021, 10 were female compared to 8 in 2020.

Statistics show that GPG's are significantly affected by gender proportions of front line staff (not just the proportion of women in senior posts). Organisations and industries that have female dominated frontline staff such as care workers are more likely to have a bigger gender pay gap than those whose front-line staff are male dominated such as waste management services. So there is minimal benefit in comparing ourselves to different types of public sector organisations in the region such as Worcester City Council, as the services they provide are very different to WCC's.



## Closing our Gender Pay Gap

Worcestershire County Council will use this years' gender pay gap information to analyse our workforce gender differentials, understand the reasons for our gender pay gap in more depth and identify potential ways to improve the gender pay balance across our organisation.

We acknowledge that it will require ongoing focus to continue to reduce the gender pay gap and that there are many complex factors that impact upon it. Our Strategic Leadership Team, Chief Officers and political leaders are committed to taking these positive steps to achieve a greater gender balance across the organisation taking specific action and in turn improving our pay gap by:

- Implementing and embedding our Workforce Strategy 2021- 2024
- Improving our workforce data and creating a diversity workforce profile to identify trends, drive improvements and monitor our progress
- Development of our new Equality, Diversity and Inclusion strategy for 2022
- Investment in the development of our wellbeing approach as an organisation

Our recruitment and selection procedures are designed to ensure that applicants are not discriminated against and that we recruit from as wide a pool as possible. The council has a range of policies and working practices to promote and sustain work life balance including various flexible working patterns e.g., part-time, flexi-time, home working. This inclusive approach helps to ensure we receive as many applications as possible from women at all levels of the organisation.

The council is also supportive of the apprenticeship agenda, which enables us to access funding and training opportunities that are aligned to our organisational needs and offer nationally recognised vocational qualifications. Existing employees can also access and benefit from vocational training within their current role via a statutory Apprenticeship Programme that is funded from the Apprenticeship Levy in order to develop new skills to enhance their performance and help to prepare them for future career development opportunities.



# Gender Pay Gap 2021

## Clarification of Terms

### WORKFORCE PROFILE

This is a snapshot of Worcestershire County Council employees as at the 31/03/2020 and 31/03/2021.

### HEADCOUNT

Headcount is defined as the number of filled posts. It is possible for an individual to be employed in more than one role; in which case they will be counted twice.

### FULL TIME EQUIVILANT (FTE)

Full Time Equivalent relates to the number of hours an employee is contracted to work each week in a role as a proportion of the number of hours per week defined as full-time as per contracts of employment. Thus, a full-time employee would have an FTE of 1.0 and an employee working 18.5 hours per week in a role based upon a 37-hour contract would have an FTE of 0.5.

### FULL TIME

Full time is defined as an employee with an FTE of 0.95 or more.

### ETHNICITY

Ethnic minorities is defined as all known ethnicities which are not White British. Excludes 'refused'.

Note: Recording of sensitive personal data is on an individual and voluntary basis so we are unable to provide a complete workforce position. Currently we do not hold ethnicity for around one third of the workforce.

### DISABILITY

Disability is a physical or mental impairment that has a substantial and long-term negative effect on someone's ability to do normal daily activities.

Note: Recording of sensitive personal data is on an individual and voluntary basis so we are unable to provide a complete workforce position. Currently we do not hold disability data for around one third of the workforce.

### GENDER PAY GAP

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women in all roles of the organisation.

### MEAN

The difference between the average of men's and women's pay.

### MEDIAN

The difference between the midpoints in the ranges of men's and women's pay.

### PAY BAND QUARTILES

The proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

### BONUS PAY

Bonus pay is compensation over and above the amount of pay specified as base salary or hourly rate of pay. This includes recruitment and retention incentive payments and long service awards.

### EQUAL PAY

The right of a man or woman to receive the same pay as a person of the opposite sex doing the same or similar kind and quality of work for the same or a similar employer.

