

GENDER PAY GAP SUMMARY – HALTON BOROUGH COUNCIL

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap, based on the reference date (snapshot date) of the 31st March 2017.

Organisations need to publish information on:

- The difference in the median pay of full-pay males and females, expressed as a percentage
- The difference in the mean pay of full-pay males and females, expressed as a percentage
- The difference in mean bonus pay of males and females, expressed as a percentage
- The difference in median bonus pay of males and females, expressed as a percentage
- The proportion of males and females who received bonus pay
- The proportion of full-pay males and females in each of four quartile pay bands

Gender pay is not about equal pay. Unequal pay means that individual women and men do not get equal pay for doing equal work. The Council already ensures that women and men receive equal pay for doing equal work.

The gender pay gap shows the average difference between the earnings of women and men. It has a number of contributory factors, most of which are more about, the kinds of industries and jobs open to women, than about the ways in which men and women are paid.

A gender pay gap is not unlawful. Having a gender pay gap does not mean that an organisation is discriminating against women.

A gender pay gap is also not solely the result of pay practices. It is about much broader influences. Gender pay gaps are the outcome of economic, cultural, societal and educational factors.

The information presented here represents the outcomes of research into the pay gap within Halton Borough Council on 31 March 2017 between the male and female employees.

The figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. A total of 2306 contracts formed part of the calculations.

A further report will be made in 12 months' time.

Median Pay Information

The median is the wage figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest.

The **median** average difference between male and female contracts showed that male employees were paid 5p per hour more per hour than female employees were. Across the Council, the median pay was £10.33 per hour. The median pay for male employees was £10.38 per hour, compared to female pay of £10.33 per hour. The median pay for all employees was £10.35 per hour.

This gives a difference of 0.48%

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4% and for the public sector, it is 13.1%.

Halton Borough Council's median gender pay gap is therefore **lower than the national figure and public sector figure.**

Mean Pay Information

The mean (commonly known as the average) is calculated when you add up the wages of all employees and divide the figure by the number of employees

The **mean** average difference between male and female contracts showed that male employees were paid **10.09% more** per hour than female employees. Across Halton Borough Council, the mean average wage was £12.21 per hour. The male average wage comes to £13.13 per hour, compared to the female average wage of £11.81; this is a difference of £1.33 per hour.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%.

Halton Borough Council's mean gender pay gap is **significantly lower than the whole economy figure**.

Bonus Pay Information

Bonus payments refer to any additional pay in relation to productivity, performance or incentive. Halton Borough Council **does not make any bonus payments** and so there is no pay gap information to report around bonus payments

Pay Quartile Information

The pay quartiles for employees are listed in the table below:

Description	Male	Female	Comment
Pay Quartiles and the % split of male/female employees in each pay quartile	Q1 208 (36.1%)	Q1 368 (63.9%)	These are the details of the numbers of male and female staff in each pay quartile.
	Q2 153 (26.1%)	Q2 434 (73.9%)	
	Q3 200 (35.3%)	Q3 366 (64.7%)	
	Q4 137 (23.7%)	Q4 440 (76.3%)	
	Total: 698 (30.3%)	Total: 1,608 (69.7%)	

	Q1 29.8%	Q1 22.9%	<p>These figures show the percentage of each gender in each of the quartiles when compared to the total of that gender across the Council.</p> <p>Although there are more females than males in the upper quartile, when looking at this data as a percentage of the total workforce, there are fewer females than males.</p>
	Q2 21.9%	Q2 27.0%	
	Q3 28.7%	Q3 22.8%	
	Q4 19.6%	Q4 27.4%	

The Halton Borough Council workforce is predominantly female, made up of 69.7% female and 30.3% male, which explains why there is a higher number of females across all quartiles.

Within the upper quartile (highest paid there is a proportionally higher percentage of males; although 29.8% of the upper quartile is male compared to the actual workforce which is 30.3% male, 22.9% of the Council’s female workforce fall into this quartile compared to a total of 69.7% of the total female workforce.

Likewise, the lower quartile shows a higher percentage of female workers; 27.4%, compared to 19.6% male. This would suggest that the gender pay gap is due to more female workers undertaking lower paid roles than men do, which is characteristic of the UK economy as a whole.

As the majority of the Halton Borough Council workforce is female, small fluctuations in the male workforce can have significant impact on the gender pay gap quartile data and results.

In the top quartile of pay, there is a higher number of women which shows that the organisation attracts and develops its’ female workforce. The Council considers itself supportive of development opportunities for women and recognises the needs of its employees through the practical application of supportive working practices and policies

Any gender pay gap could be largely reflective of society. Although organisations and society are becoming increasingly flexible, females are more likely to have had breaks from work for example to bring up children or take lifestyle choices that support a caring role away from work, and as a consequence can be in roles which attract a lower salary or fewer opportunities for career progression.

Although Halton Borough Council’s gender pay gap compares favourably with national statistics, and could be in part a result of society and culture, the council is not complacent and is taking action to reduce the gap.

Halton Borough Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work. All jobs in the Council are subject to job evaluation and the schemes used to evaluate jobs are gender neutral.

The Council's recruitment processes are gender neutral and use objective and transparent procedures.

Halton Borough Council offers a range of family friendly policies, such as childcare vouchers, flexible working, homeworking, maternity leave, parental leave and paternity leave. Halton Borough Council also provides enhanced benefits above the statutory entitlement, for example annual leave entitlement and sickness absence

The Council will also continue existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes.

A programme of positive action is also underway, which includes role related continuous professional development opportunities for all employees.