



# **Gender Pay Gap Report – 2022**

**Published March 2023**

## Gender Pay Gap Report 2022



Foreword by Amanda Foley, Chief Executive

This is the Council's sixth Gender Pay Gap report under the regulations contained in the Equality Act 2010.

The Council is a diverse employer and recognises the importance of equality in pay and employment as well as in service delivery. It is committed to ensuring equality at work.

This report provides data to help us to understand our pay gap including underlying reasons. It provides a basis for addressing any issues or concerns.

The report shows a small pay gap in favour of men at 31<sup>st</sup> March 2022 when considering the mean and median pay gaps. This pay gap is driven by the distribution of men and women in the organisation in 2021/22. As there are proportionately more women than men in lower paid and part time roles at the Council, this has resulted in women's average pay being slightly less than men's average pay.

Overall, I am pleased with the result as the gap has reduced significantly since our first report in 2017.

**Amanda Foley**

**Chief Executive**

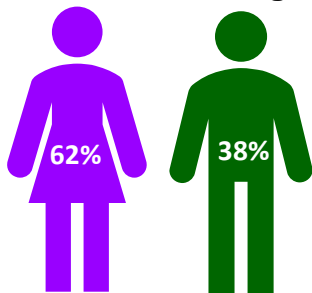
## Introduction

All employers with 250 or more employees are required to publish annual figures that measure the pay gap between men and women in their organisation. The six measures are:

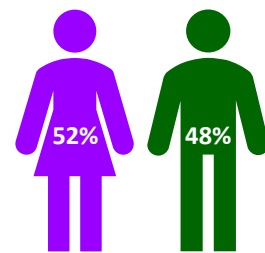
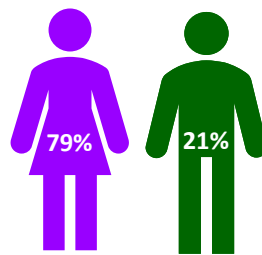
1. The difference in the mean hourly rate of pay
2. The difference in the median hourly rate of pay
3. The difference in the mean bonus pay
4. The difference in the median bonus pay
5. The proportion of male and female employees who were paid bonus pay
6. The proportion of male and female employees according to quartile pay bands

As St Albans Council has more than 250 employees and it is a relevant organisation covered by the regulations data was collected on the snapshot date of 31 March 2022. This data identified 449 employees included in the Gender Pay Gap analysis of which 280 (62%) were female and 169 (38%) were male.

### Total workforce demographic



### Full vs Part time demographic

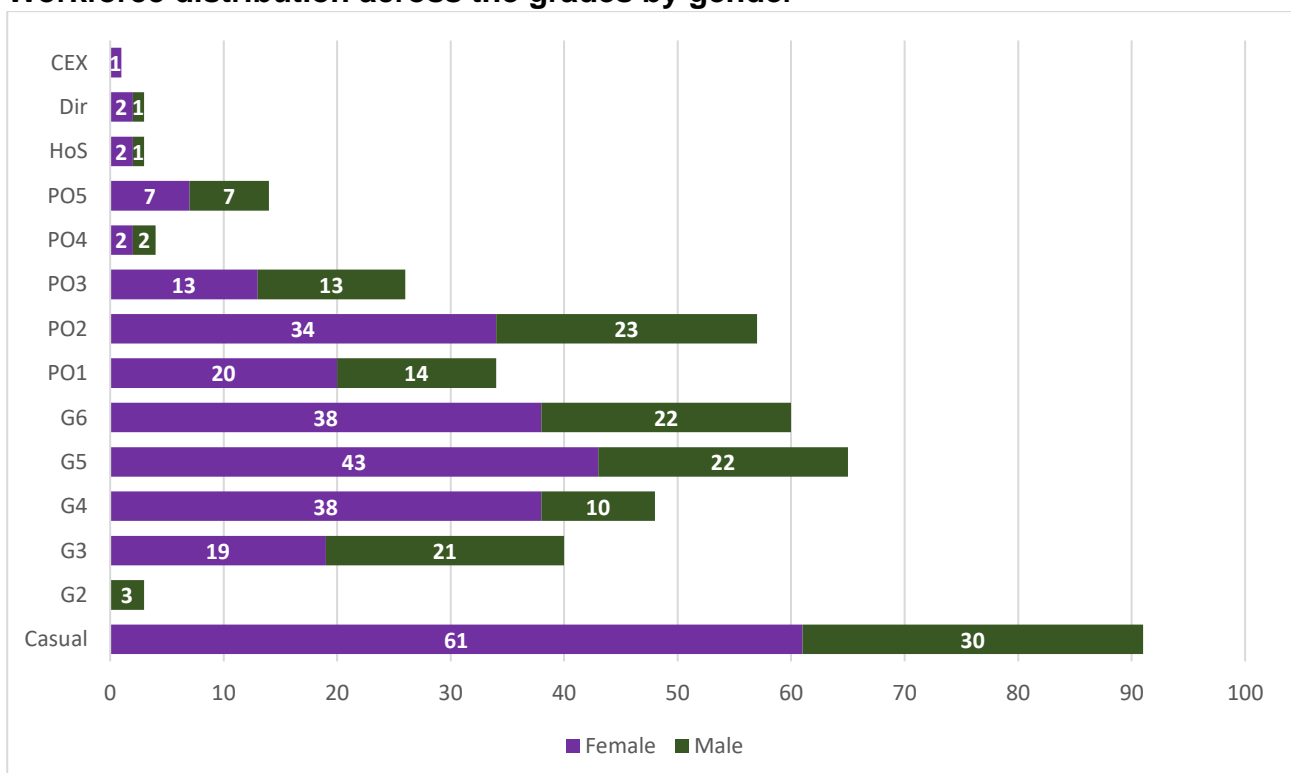


Part time gender ratio

Full time gender ratio

■ Female ■ Male

### Workforce distribution across the grades by gender<sup>1</sup>



<sup>1</sup> The council was transitioning across to a new senior structure at this point and some roles overlapped.

The gender pay gap shows the difference in average pay between all men and women in the workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help identify what those issues are.

The gender pay gap is different from 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. It is unlawful to pay people unequally because they are a man or a woman.

## Gender Pay Data Analysis

All of the data included in this report has been calculated in accordance with the requirements of the Equality Act 2010 – Specific Duties and Public Authorities Regulations 2017<sup>2</sup>.

The tables, graphics and commentary below give the metrics required by the 2017 regulations and a brief explanation about the context and results for the Council.

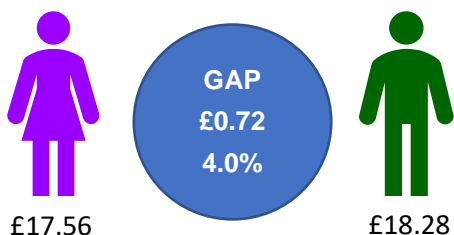
### Metrics 1, 2, 3 and 4

Difference between men and women	Mean 2022	Median 2022	Mean 2021	Median 2021	Mean 2020	Median 2020	Mean 2019	Median 2019
Gender Pay Gap	4.0%	2.6%	2.5%	2.8%	2.7%	-1.4%	2.4%	2.7%
Gender Bonus Gap	0%	0%	0%	0%	60%	78%	30.7%	-69.8%

The overall mean gender pay gap for the Council is 4.0%, which means that male employees receive, on average, 4.0% more pay than female employees. The Council's median pay gap is 2.6%, which means the median for male employees is 2.6% higher than the median pay of female employees. The Council's gender pay gap is significantly below the national public sector mean and median of 13.6% and 15.9% respectively.<sup>3</sup>

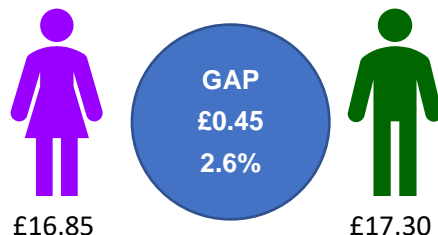
#### 1. Mean (31 March 2022)

Average hourly rate of pay and the percentage difference between



#### 2. Median (31 March 2022)

Middle hourly rate of pay and the percentage difference between.

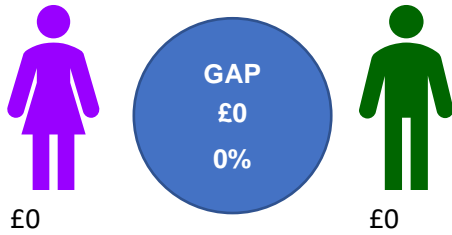


<sup>2</sup> Data analysis conducted on our behalf by Project HR

<sup>3</sup> ONS Updated Provisional 2022 Public Sector Gender Pay Gap

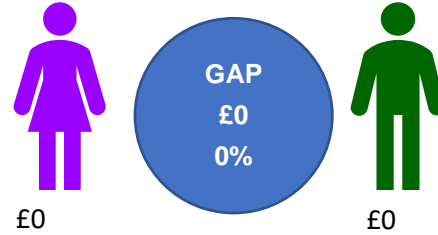
### 3. Mean (31 March 2022)

Average bonus payment and the percentage difference between



### 4. Median (31 March 2022)

Middle bonus payment and the percentage difference between.



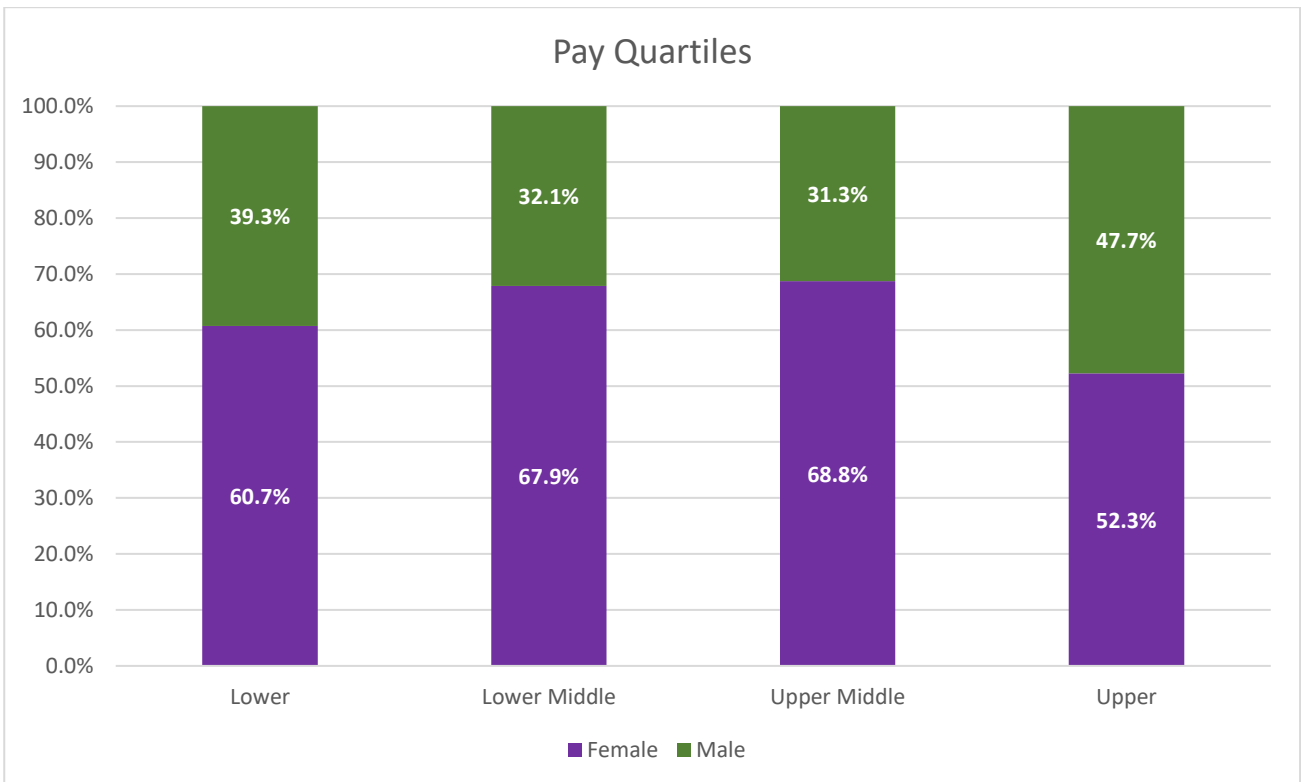
The Council did not make any 'bonus' payments during 2021/22. As such there is no bonus pay gap.

### Metric 5

Proportion of employees receiving Bonus	2022 Female	2022 Male	2021 Female	2021 Male	2020 Female	2020 Male	2019 Female	2019 Male
Receiving Bonus	0%	0%	0%	0%	0.7%	0.2%	0.8%	1.7%
Not receiving Bonus	100%	100%	100%	100%	99.3%	99.8%	99.2%	98.3%

The pay gaps identified do not indicate that male and female employees are being paid differently for equal work. The Council operates a robust grading structure based on a non-discriminatory job evaluation scheme to ensure that we comply with equality legislation and provide equal pay for work of equal value.

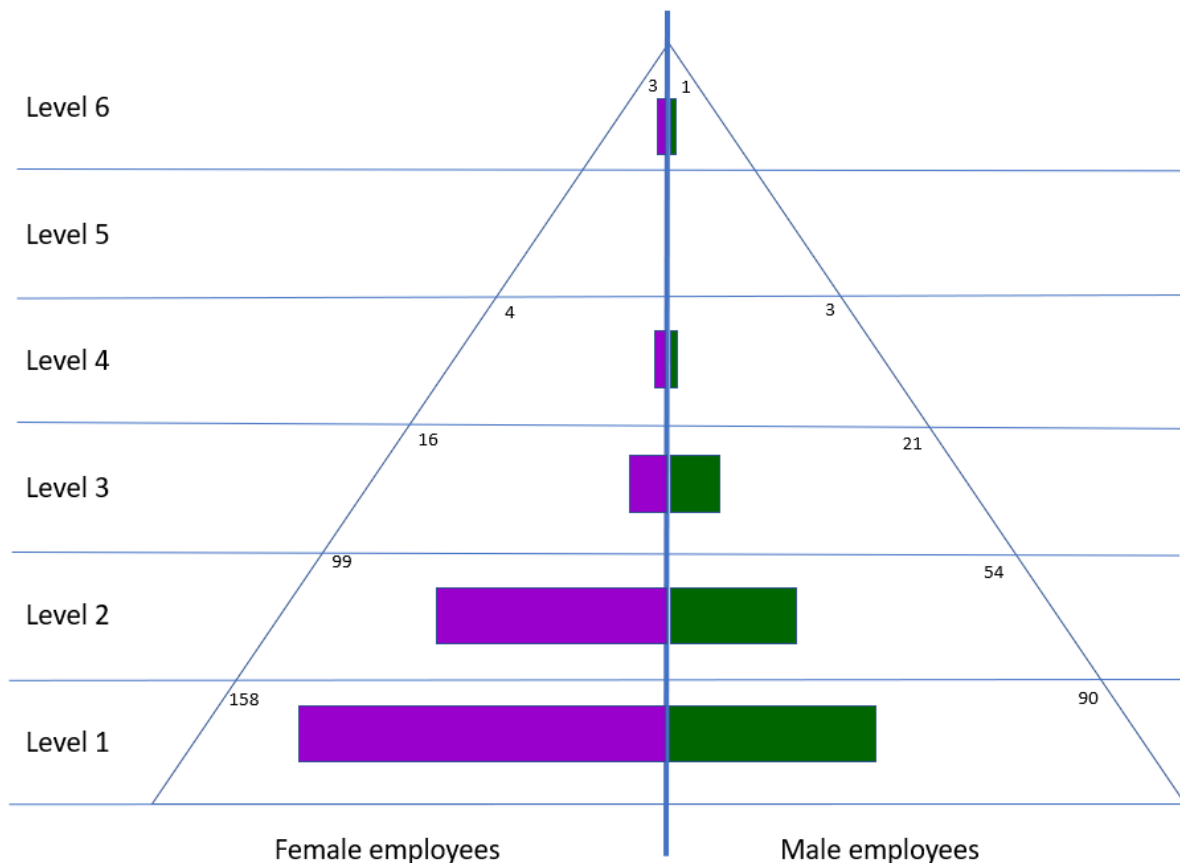
### Metric 6



The pay quartile analysis shows that there is a higher proportion of female employees in all quartiles. The distribution of employees is more clearly shown in the 'pyramid' diagram below.

While the overall distribution of men and women in the Council is 38% and 62% respectively, the chart below shows the distribution as defined by six notional bands or levels based on hourly rate. These levels have been constructed by taking the lowest hourly rate of pay from the highest and dividing this by six to create six equal pay bands. These are represented below with Level 1 as lowest band and Level 6 as highest.

**Distribution across hourly rate bands**



The data and analysis represent a snapshot in time. The Council's demographics and gender balance will change with time as employees leave and join the Council and as the Council continues to drive efficiency and value for money.

**Equality at Work**

The Council is committed to fairness, promoting equality of opportunity for all and a culture that values differences. As an employer, we want to ensure our workforce is representative of the community it serves by attracting and retaining talented employees from a wide range of backgrounds and with diverse skills and experience.

We are an equal opportunity employer and our employment policies are intended to achieve equality of opportunity for all irrespective of race, sex, sexual orientation, gender reassignment, disability, age, trade union activity, marital status/civil partnership status, religion or belief, pregnancy and maternity.

Our Equal Opportunity Employment Policy aims to ensure that no job applicant or employee receives less favorable treatment on these grounds, nor is disadvantaged by

conditions or requirements, which cannot be shown to be justifiable or are irrelevant to the post.

This applies to all aspects of our employment practices including recruitment, retention, promotion, transfer, training, talent development benefits, facilities, procedures and all terms and conditions of employment.

All the decisions we make relating to employment practices are objective, free from bias and based solely upon work criteria and individual merit.

The Council operates a robust grading structure based on a non-discriminatory job evaluation scheme to ensure that we comply with equality legislation and provide equal pay for work of equal value.

We regularly carry out an equal pay audit to ensure that our systems and processes are fair, equitable and robust.

Further information on the equal opportunities in employment policy, our approach to equal opportunities in the workplace and equalities reports can be found on our website here - <https://www.stalbans.gov.uk/working-here>.

## **Conclusion**

The gender pay data analysis shows a positive picture. This is because there is a relatively small pay gap in favour of men of 4.0% and 2.6% for the mean and median difference. This compares favourably when compared against the updated provisional national Public Sector<sup>4</sup> results of 13.6% and 15.9% for the mean and median figures respectively for 2022.

The pay gap has reduced significantly since the first report in 2017 with both the mean and median figures reducing significantly (7.3% and 6.8% respectively).

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<sup>4</sup> Office for National Statistics - Annual survey of hours and earnings (ASHE) gender pay gap tables