



**Isle of Wight Council**  
**Gender Pay Gap Report**  
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## Preamble

From 2017, Gender Pay Gap Legislation requires any organisation that has 250 or more employees to publish a report showing how large the pay gap is between male and female employees. The pay gap is the difference between the average (mean or median) earnings of men and women, expressed as the percentage of women's earnings compared to men's earnings.

The report must be published by the 30<sup>th</sup> of March each year for the public sector and the 4<sup>th</sup> of April each year for the private sector, the information must be displayed on the employers' own website and a designated Government website.

Employers are required to calculate the following information:

- ***Their mean gender pay gap*** (the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay employees)
- ***Their median gender pay gap*** (The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay employees)
- ***Their mean bonus\* gender pay gap*** (The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees)
- ***Their median bonus\* gender pay gap*** (The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees)
- ***Their proportion of males and females receiving a bonus payment*** (The proportions of male and female relevant employees who were paid bonus pay during the relevant period)
- ***Their proportion of males and females in each quartile\* pay band*** (The proportions male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands).

\*Bonus means any remuneration that is in the form of money, vouchers, securities, securities options or interests in securities and relates to profit sharing, productivity, performance, incentive or commission.

\*A quartile is one of the three points that divide the population of data into four equal parts. In the context of gender pay gap reporting, the four quartile pay bands are created by dividing the total number of full-pay relevant employees into four equal parts.

This report is based on those who were employed on the 31<sup>st</sup> of March 2017. The pay period used for the calculation of pay was the month of March 2017 as employees are paid monthly. The bonus period covers the period 1<sup>st</sup> of April 2016 to the 31<sup>st</sup> of March 2017.

## Scope

For the purposes of gender pay reporting, the definition of an employee is that which is given in the Equality Act 2010. This is known as an 'extended' definition which includes:

- Employees (those with a contract of employment)
- Workers (those with a contract to do work or provide services for the organisation)
- Some self-employed people (where they have to personally carry out the work they do for the organisation)

The gender pay gap calculation is based on the number of individual employees and not the full-time equivalent. This means that each part-time employee counts as one employee.

Apprentices, seasonal, temporary or casual employees are included if they fall within the reference period set out above.

## Gender Pay Gap Information

1. The mean gender pay gap in hourly pay

Females: £12.60

Males: £13.93

Gap: 9.6%

2. The median gender pay gap in hourly pay

Females: £10.57

Males: £12.42

Gap: 14.9%

3. The mean bonus gender pay gap

Females: £0.00

Males: £0.00

Gap: 0%

4. The median bonus gender pay gap

Females: £0.00

Males: £0.00

Gap: 0%

5. The proportion of males and females receiving a bonus payment

Females: 0%

Males: 0%

6. The proportion of people in each quartile within the council's pay framework that are male and female

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower quartile	70%	30%
Lower middle quartile	72%	28%
Upper Middle quartile	56%	44%
Top quartile	59%	41%

## Statement

As a 'public body', the Isle of Wight Council is required to meet its statutory obligations under the Equality Act 2010 to have due regard to eliminate unlawful discrimination, promote equal opportunities between people from different groups and to foster good relations between people who share a protected characteristic and people who do not share it. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We are committed to promoting equality of opportunity for all workers. We aim to create a working environment in which all individuals can make best use of their skills, free from discrimination or harassment and in which all decisions are based on merit. The contributions of all our workers are valued as it is recognised that each individual brings different skills and abilities to their role according to their own personal experience and we welcome the opportunity to make the best use of this potential.

The council's senior management team is committed to equality including achieving gender pay equality, demonstrated by the operation of a Strategic Equality and Diversity Board. The senior management team as members of that board monitor and determines actions necessary which seek to address highlighted equality issues for the council.

To support those employees with dependents, the council also operates a flexible working policy which is designed to afford wherever feasible, the flexibility to accommodate caring responsibilities, irrespective of gender. Under this policy, employees are able to request career breaks, term time working, homeworking, annualised hours, compressed hours and voluntary reduced hours. Additionally, there is also a special leave policy which enables staff to take leave in the case of an emergency with a dependant. For many job roles, there is also flexibility to work from different office base locations.

The Council has taken a number of other significant steps to ensure equality of opportunity. A major project has been undertaken to evaluate all council job roles to ensure as far as reasonably practical that there is equal pay for work of equal value, and in order to implement a new pay and grading structure. The implementation of this project involved a lengthy period of consultation and engagement with the council's recognised trade unions. As a result, it was possible to secure a collective agreement with our trade unions for the delivery of a new pay structure and which was implemented in 2015.

As part of the job evaluation project, an in-depth equality impact assessment was carried out to clarify whether or not there was likely to be any negative impact on any of the protected characteristics as set out under the Equality Act 2010. It was confirmed that there was unlikely to be any negative impact other than a slight impact for older males. The outcome of this assessment determined that this could be justified, as it was considered necessary to ensure equality for females and of staff of all ages by using the proposed analytical scheme to give pay equality to all council staff. There was a positive impact from the new pay structure, for female council staff, especially those at lower salary levels.

As can be seen from the details set out above, the results of the gender pay gap analysis for 2017 show a 9.6% mean pay gap between men and women and a 14.9% median pay gap. The distribution of the total number of females is higher in the lower quartiles (55%) than males (41%) meaning a higher proportion of men are in receipt of a higher salary than females.

To understand why the gap exists, it can be identified, that the results show that 79% of part time roles are occupied by females, when compared to the proportion of the workforce that are female (64%), thus indicating that they are over represented in this group. In comparison, 57% of full time roles are occupied by females and so they are underrepresented. The reason that this will have a significant effect on the gap is that 79% of part time workers are occupying roles that are graded at below a full time equivalent (FTE) salary level of £22,500 and 60% of full time workers occupy roles that are graded at a level above £22,500 per annum. One explanation for this might be that part-time roles often afford greatest flexibility for those with caring responsibilities, who generally are more likely to be female. The council therefore is confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which male and females work within the council and the salaries that these roles attract.

One factor which will affect the median is that 78% of first year apprentices within the council are female, and apprentices attract a much lower pay rate in their first year only rising with minimum wage for their final year. This will need to be examined in more detail to understand the underlying causes however one possible factor may be due to the types of apprenticeship roles that we offer may be more appealing to women. Based upon the council's current pay framework, 61% of those in senior roles on full time equivalent (FTE) salaries of over £40,000 are female, and 53% of those on FTE salaries of over £47,000 are female. Of the top 5% per cent of earners (based on hourly rate) 59% are female. This suggests that in the council females are encouraged and enabled to reach the most senior council job roles.

## Action plan

In response to the identified potential issues set out above in respect of the identified pay gap, the council proposes to continue with its analysis in order fully understand and explore options to address any actual imbalances that are apparent. However, over the next 12 months specific action will include:

- Through the improvements being made to the council's ICT infrastructure to enable greater agility and mobility in working methods, promote the opportunities for flexible working to existing employees and managers and as a benefit open to prospective employees.
- Active promotion and specific targeting of its recruitment campaign activity to encourage males into apprenticeships with the council.
- Provide advice and guidance to managers that will enable them to consider more creative flexible working options when recruiting to roles, especially those which are higher graded roles that have been traditionally been determined as necessary to be full time.'