



## **Isle of Wight Council Gender Pay Gap Report 2019/2020**

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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 2020. The pay period used for the calculation of pay was the month of March 2019 as employees are paid monthly. The bonus period covers the period 1<sup>st</sup> of April 2019 to the 31<sup>st</sup> of March 2020.

Due to the impact of Coronavirus (COVID 19), the Equality and Human Rights Commission (EHRC) have announced that enforcement of gender pay gap reporting for the 20/21 reporting year (which uses a snapshot date of 31 March 2020 and 5 April 2020) will not begin until 5 October 2021. The EHRC is encouraging employers to report ahead of the usual deadlines (30 March 2021 and 4 April 2021) wherever possible, but no enforcement action will be taken providing they report by 5 October 2021.

## 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 (£)	Males (£)	Gap (%)
March 2017	12.6	13.93	9.6
March 2018	12.13	13.48	10.1
March 2019	12.80	13.95	8.26
March 2020	13.35	14.94	10.68

2. The median gender pay gap in hourly pay

	Females (£)	Males (£)	Gap (%)
March 2017	10.57	12.42	14.9
March 2018	10.44	12.35	15.5
March 2019	10.89	12.61	13.66
March 2020	11.19	13.64	17.98

3. The mean bonus gender pay gap

	Females (£)	Males (£)	Gap (%)
March 2017	0	0	0
March 2018	1345	0	
March 2019	1704	0	
March 2020	2116	0	

4. The median bonus gender pay gap

	Females (£)	Males (£)	Gap (%)
March 2017	0	0	0
March 2018	1345	0	
March 2019	1704	0	
March 2020	2116	0	

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

	Females (%)	Males (%)
March 2017	0	0
March 2018	0.05	0
March 2019	0.06	0
March 2020	0.08	0

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

<b>March 2017</b>		
<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%
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<b>March 2018</b>		
<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower quartile	69%	31%
Lower middle quartile	74%	26%
Upper Middle quartile	59%	41%
Top quartile	54%	46%

<b>March 2019</b>		
<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower Quartile	63%	37%
Lower Middle Quartile	77%	23%
Upper Middle Quartile	58%	42%
Top Quartile	54%	46%

<b>March 2020</b>		
<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower quartile	66%	34%
Lower middle quartile	77%	23%
Upper Middle quartile	56%	44%
Top quartile	51%	49%

## 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 an Equality and Diversity Board. The senior management team as members of that board monitor together with staff representatives undertakes the necessary monitoring and review of the actions required 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 staff equality group are working to support the council's equality and diversity board in the promotion of diversity and inclusion and the activities and initiatives that can achieve greater equality for all, including reducing barriers, enhancing awareness, engaging with staff and are running the first inclusion week for the council. Through the work of the group, a number of successful outcomes have already taken place such as; a fresh, modern and more user friendly equality statement and policy (approved by the equality and diversity board), published Wightnet pages, running bite-sized sessions on each of the protected characteristics, reviewed supervision form to prompt more of a conversation around equality and working to build an easy to use reporting form for staff to report discriminatory behaviour whether that be from staff or service users.

As can be seen from the details set out above, the results of the gender pay gap analysis for 2020 shows a 10.68% mean pay gap between men and women and a 17.98% median pay gap. Similar to previous years the distribution of the total number of females is higher in the lower quartiles (57%) than males (38%) meaning a higher proportion of men are in receipt of a higher salary than females.

	% Females in Lower Quartiles	% Males in Lower Quartiles
March 2017	55	41
March 2018	56	40
March 2019	56	41

March 2020	57	38
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To understand why the gap exists, it can be identified, that the results show that 78% of part time roles are occupied by females, when compared to the proportion of full pay relevant employees that are female (63%), thus indicating that they are overrepresented in this group. In comparison, 56% of full-time roles are occupied by females and so they are underrepresented.

	% of part time roles occupied by Females	% of full time roles occupied by Females
March 2017	79	57
March 2018	79	57
March 2019	79	56
March 2020	78	56

The reason that this will have a significant effect on the gap is that based on the hourly rate 65% of part time workers are occupying roles that are below Grade 8 (excluding casual workers). Whereas 68% of full-time workers occupy roles that are Grade 8 and above.

	% of roles less than Grade 8 that are part time	% of roles Grade 8 and above that are full time
March 2017	79	67
March 2018	80	67
March 2019	80	67
March 2020	79	68

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.

Based upon the hourly rate, 56% of those in the top 15% of earners are female, 55% of those in the top 10% of earners are female, and of the top 5% per cent of earners 56% are female. This suggests that in the council females are encouraged and enabled to reach the most senior council job roles.

	% of the top 15% of earners that are female.	% of the top 10% of earners that are female.	% of top 5% of earners that are female
March 2017	63	59	59
March 2018	54	55	57
March 2019	57	55	58
March 2020	56	55	56

There have been some significant changes in the pay gap within council directorates. The largest rise has been seen within Financial Management and Fire & Rescue (both with a 7-percentage point rise). Financial Management is a relatively small directorate (30 employees) and is affected by minor changes in the senior roles. Fire & Rescue is significantly larger (197 employees) but predominantly male (92%) particularly in Retained

Firefighter roles (99%). There was a significant increase in the level of retained pay during the payroll period compared to the previous year and given the male majority this would significantly impact on the gap. Fire service personnel have now been transferred out of the local authority employment into a combined fire authority with effect from 1 April 2021 and as such this will afford a different picture for the next reporting period.

<b>Directorate</b>	<b>Mar 20 Gap (Mean)</b>	<b>Mar 19 Gap (Mean)</b>
Adult Social Care & Housing	2.0	2.2%
Children's Services	4.7	7.9%
Corporate Services	11.4	11.8%
Financial Management	12.8%	5.7%
Fire & Rescue	15.0%	8.3%
Neighbourhoods	11.8%	8.3%
Public Health	2.2%	0.2%
Regeneration	29.7%	24.7%
Strategy	-36.9%	-25.0%

## **Building on action plan from last year**

The following narrative provides an overview of the progress made since last year, together with a range of other activities that have been undertaken to underpin our commitment to equality and diversity and which are seen to contribute to closing the pay gap. It is important to recognise that planned programmes of work span over a number of years and changes to working practices will require to be embedded. To that end, the any positive impact on the gender pay gap will take time to realise their full benefits.

The council has reviewed its pay rates for apprenticeships and in consultation with trade unions, agreed an uplift for apprentices to the national minimum wage for their age group and the creation of an advanced apprenticeship rate of 80% for higher graded roles.

A series of recruitment focused projects were planned covering recruitment processes and systems, employment offer, and employer branding. These were designed to build a positive employer brand with a clear, well communicated and competitive employment offer that attracts and retains talented people; and one that maximises the potential of different recruitment approaches such as apprenticeships, secondments and work experience and utilises succession planning as a management tool to support talent management. However, work on these projects was scaled back to support the council's response to the coronavirus pandemic.

In response to the pandemic, significant work has been undertaken to enable the council's workforce to operate in a flexible and agile way from home and / or from different office locations to help balance work and home life. The council has made a significant investment in resources to enable this such as ICT equipment, desks, chairs, and the ongoing promotion of Microsoft 365. This has greatly increased the flexibility for a significant proportion of jobs and should make certain roles more accessible to females with caring responsibilities. To support this hybrid working approach the council has made significant improvements to its facilities across the Island. There are designated hotdesking areas that employees can drop in and out of, bookable desks, and areas for collaboration and meetings.

To support staff and management to operate in an agile way guides have been created. These guides help explain what is expected of managers and employees in order to ensure productivity, that everyone is treated fairly, and to understand what tools are available to support them.

The HR Team continue to hold induction meetings with new managers to ensure that they have a solid understanding of HR policies and practices including equality and diversity. The managers' 'lunch and learn' discussions continue to be provided by the HR team to empower and educate managers.

Equality and diversity training continues to be mandated for staff, to ensure that all the protected characteristics are understood and respected.

## **Actions**

Many of the planned improvements that would potentially impact on the gender pay gap were delayed by the pandemic. Building on what has already been achieved with agile working and the improvement of facilities the following actions will be delivered over the next 3 years

- Building on the foundations laid by the new Team IWC behaviour framework; a values-based recruitment approach is to be developed to further ensure we recruit the right people with the right attitudes.
- Development of name blind recruitment to further ensure fairness in the recruitment process.
- Improvements to our recruitment processes and systems to enhance candidate experience and to enhance and maintain manager's skills and knowledge
- The development of corporate casual banks to increase the amount of flexible casual roles we offer and the creation of talent pools
- Developing workforce planning capabilities both corporately and within services to establish effective succession planning, and the improvement of data and intelligence to support this
- Enhanced communication campaigns from the staff equality group to raise awareness of matters relating to equality and the understanding of protected characteristics.