

Gender Pay Gap Report – 31st March 2020

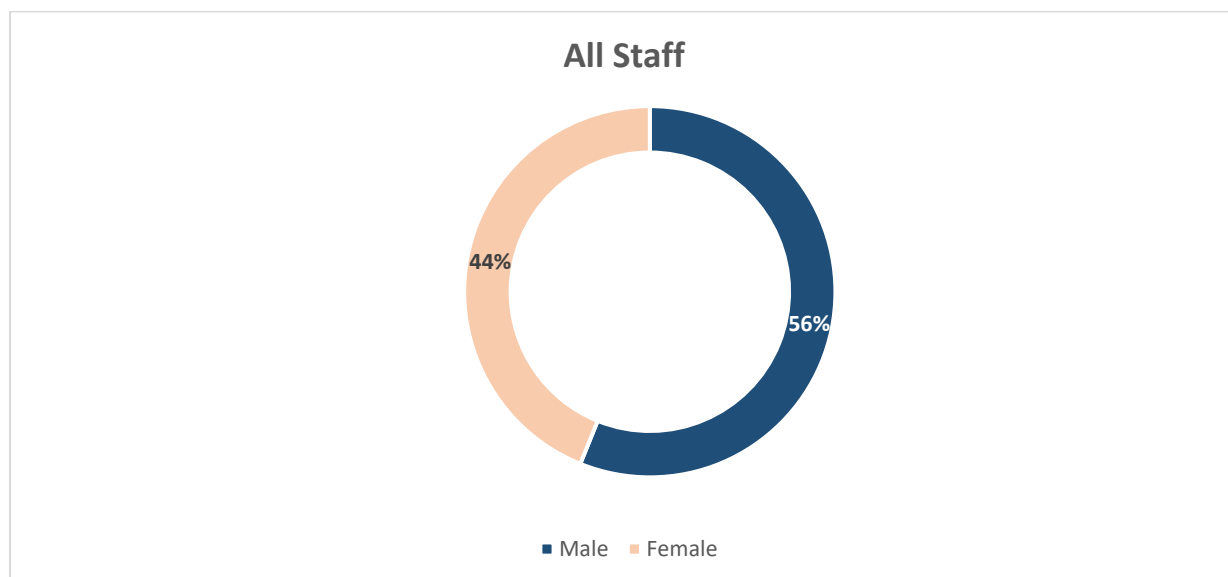
Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that organisations with 250 employees or more must publish specific figures about their gender pay gap every year on a snapshot date of 31st March. This includes the requirement to base calculations on the ordinary pay for all staff paid on the snapshot date.

On 31st March 2020 our workforce totalled 777 individuals, of which 436 were male and 341 were female (all staff have disclosed either as male or female for the purposes of this information).

For the purpose of reporting the gender pay gap, all permanent, temporary and casual employees are included in the total workforce figure.

A positive pay gap indicates that men are paid more, whilst a negative pay gap indicates that women are paid more.



The regulations require us to report on:

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 relevant employees
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 relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay
Quartile Pay Band	The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Mean and Median Pay Gap

Mean Gender Pay Gap	-0.44%
Median Gender Pay Gap	2.13%

Lancaster City Council's Median pay gap is significantly lower than the national average of 17.3%*. Please see the Analysis section for further information.

**Annual Survey of Hours and Earnings 2019, Office for National Statistics*

Bonus Gender Pay Gap

The only payment that the council makes that falls within the definition of a bonus are long service awards, which comes in form of a voucher of up to the value of £150 which are awarded to all staff that have completed 25 years of service.

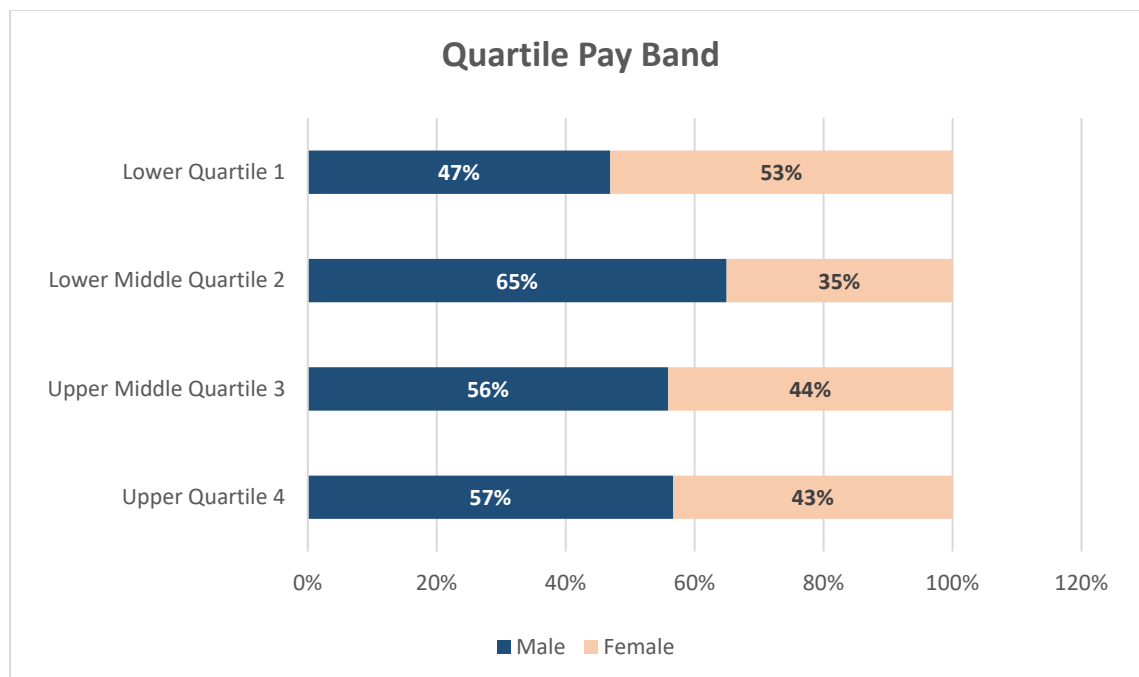
For the year 2019/20, only 6 employees received the long service award of which 3 were male and 3 were female.

Proportion of males and females who receive bonus pay in 2019/20 (i.e. Long Service Award)

Gender	Percentage
Male	0.69%
Female	0.88%

Mean Bonus Gap	0
Median Bonus Gap	0

Quartile Pay Band



This chart shows the breakdown of workforce in each pay quartile, where there are more male in Upper Middle Quartiles and more female in the Lower Quartile 1. It is also to be noted that there is an increase of females in quartile 3 from previous year 2018-19, from 35% to 44%.

Analysis

The data tells us that as the mean pay gap is negative which means that on average females are paid 0.44% more than male. This is a significant improvement over the last few years, where the average pay gap for 2018 and 2019 was 12.54% and 6.59%. This is mainly due to a project undertaken to establish consistent and up to date job descriptions for every role in the organisation and to ensure that the salary for their role has been fairly evaluated in line with other similar roles across other organisations. This will help the council to recruit and retain the right people with the right skills in order to achieve its priorities of becoming a more efficient and commercially minded organisation. There is evidence of increase in roles held by females being evaluated to higher grades during this project.

The impact of job evaluation was that in comparison to last year, that females in the upper quartile increased from 45% to 50% and then median gap reduced from 6.59% in 2019 to 2.13% in 2020.

The median gender pay gap is greater than the mean average pay gap, due to the council employing more males than females with a ratio of 56% to 44% and also having a larger

proportion of females in the Lower Quartiles. The roles in the lowest paid end of the lower quartile are mainly comprised of cleaners and basic admin, which are dominated by females (cleaning – 78% females). However, a significant proportion of the workforce at the upper end of this quartile and the second quartile, comprising housing repairs and maintenance functions, and refuse collection services (manual and skilled trade staff), are approximately 90% male.

These factors are balanced by the increasing number of females in the upper two quartiles which mainly comprise professional and/or managerial roles.

In addition, the Gender Pay Gap information is based on ordinary pay, which includes certain types of additional pay, including standby and callout. Manual and skilled trade staff are more likely to undertake standby and callout duties due to the nature of their roles. Out of 58 members of staff that took part in standby and callout arrangements, 74.3% are male, which results in higher ordinary pay for these staff and has a direct bearing on the gender pay gap.