

Introduction

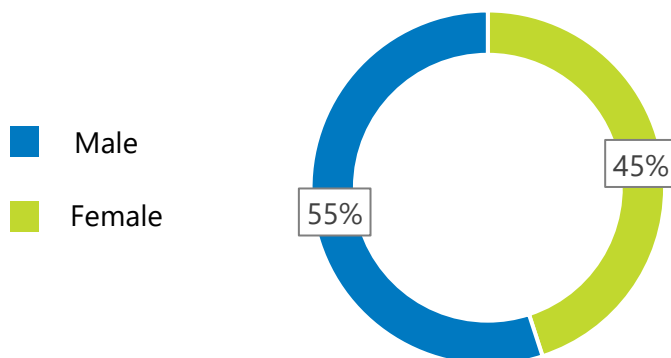
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that organisations with 250 employees or more must publish specific figures about their gender pay gap every year on a snapshot date of 31st March. This includes the requirement to base calculations on the ordinary pay for all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

Gender Split

On 31st March 2021 our workforce totalled 902 individuals, of which 496 (55%) were male and 406 (45%) 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

Gender Pay Gap | March 2021

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Gender Pay Gap

Year	Mean hourly rate pay gap	Median hourly rate pay gap
2021	8.23%	9.48%
2020	-0.44%	2.13%
2019	4.74%	6.59%

Bonus Gender Pay Gap

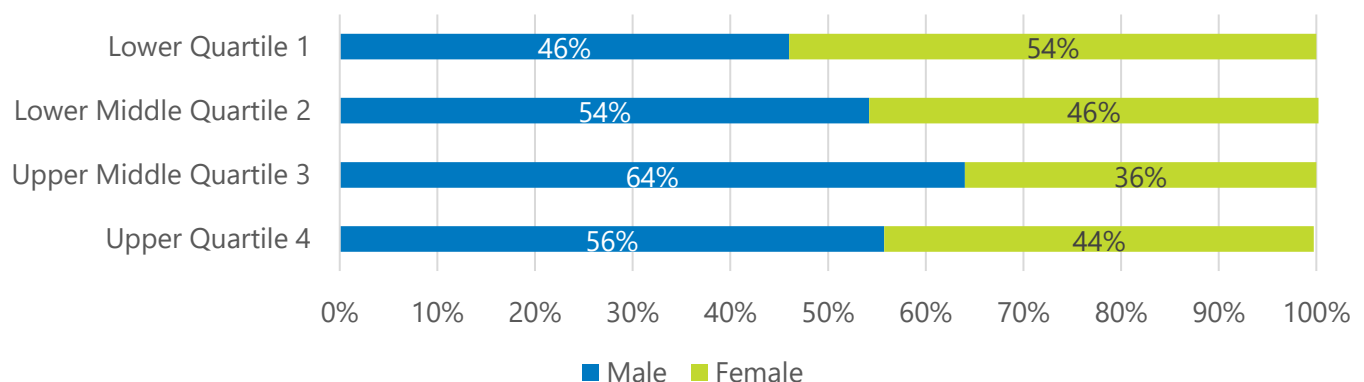
The only payment made by the council that meets the definition of a 'bonus' is a long service award, which is provided through a voucher of up to the value of £150 awarded to employees on completion of 25 years of service.

For the year 2020/21, 6 employees received the long service award of which 3 were male and 3 were female.

Gender	Percentage of staff in receipt of a bonus
Male	0.69%
Female	0.88%

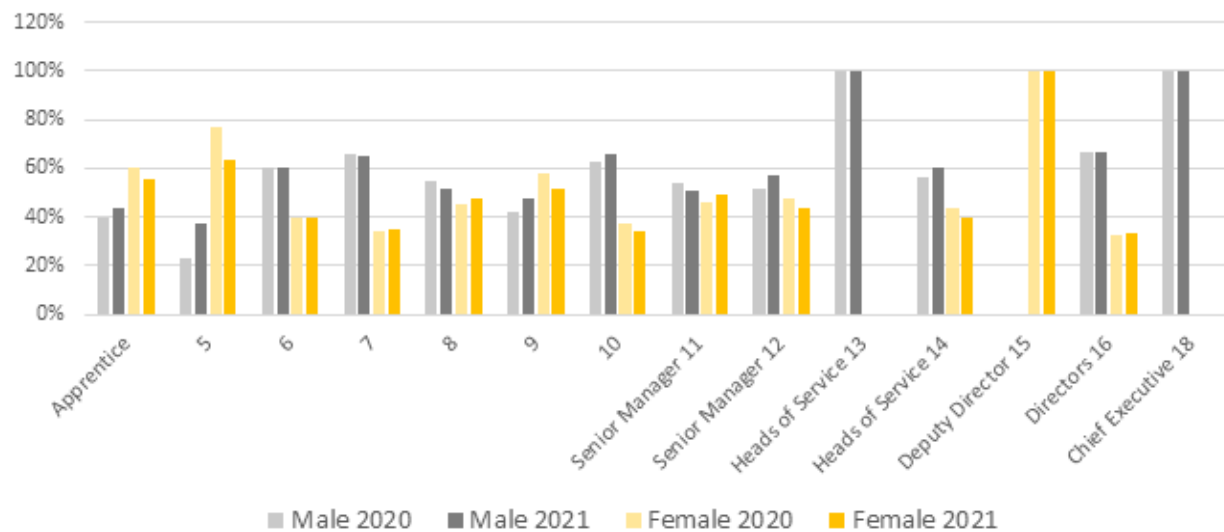
Mean Bonus Gap	0
Median Bonus Gap	0

Quartile Pay Band



The proportion of females in lower pay quartiles has increased for the last few years with an increase in percentage of females in Lower Middle Quartile 2 from 35% in 2020 to 46% in 2021. The percentage of females in Upper Quartile 4 has remained consistent at 44% for the last few years.

Proportion of Males and Females by Grade



Grade*	Male		Female	
	2020	2021	2020	2021
Apprentice	4	4	6	5
Grade 5	8	46	27	80
Grade 6	143	152(2)	97	101(8)
Grade 7	113	116	59	63
Grade 8	67	65(1)	55	60(1)
Grade 9	27	31(1)	37	33
Grade 10	19	23	11	12
Senior Manager 11	22	24	19	23
Senior Manager 12	12	17	11	13
Heads of Service 13	2	4	0	0
Heads of Service 14	5	6	4	4
Deputy Director 15	0	0	1	1
Director 16	2	2	1	1
Chief Executive 18	1	1	0	0

*Figures in brackets indicate where employees are graded outside the council's pay grading system, but within a similar pay band.

Trend Analysis

The data tells us that in 2021 on average males are paid 8.23% more than females, this is an increase of 8.67% from the previous year.

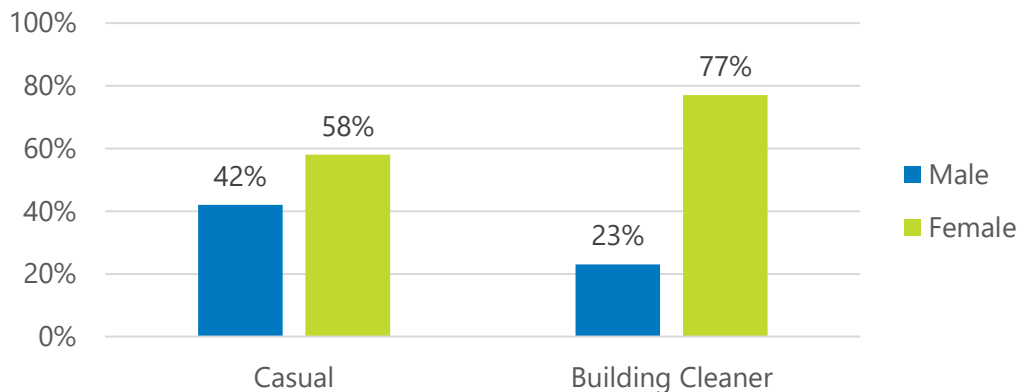
The median pay gap is greater than mean pay gap at 9.48%, an increase of 7.35% from the previous year.

Females comprise the majority of employees in Apprentice and Grade 5, and the numbers of people employed at this grade have increased significantly, with 53 additional female employees at grade 5. Combined with increases in male employees at the more highly paid grades 11-14, these two factors have resulted in a significant increase in the gender pay gap since the previous report.

However, the 2020 pay gap was not representative of historic trends, with a negative pay gap primarily resulting from a lack of recruitment to casual roles during the early stages of the pandemic. Further explanation of this is provided below.

Grade 5 Analysis

Because Grade 5 changes have been material and the proportion of females is the highest at Grade 5 (63%) compared to other pay grades, a breakdown of roles undertaken within Grade 5 can be shown below by gender.



Casual Employees

The reopening of services and Salt Ayre Leisure Centre in 2021, and the uncertainty in customer demand caused by the pandemic this has created additional work has led to a significant increase in recruitment and use of casual staff.

Casual workers were recruited throughout 2021 to cover and manage key events at Williamson Park, to carry out day to day duties at Salt Ayre Leisure Centre and to undertake Covid related administration and other duties, often utilising short term funding streams related to covid.

This increase appears significant because it follows on from a period during 2020 where, due to the initial closure of Salt Ayre Leisure Centre; temporary suspension of other council services; and redeployment of staff from suspended services towards covid priorities meant that there was a significant reduction in casual staff recruited for 2020.

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These casual roles were advertised at the lower end of the pay scale at Grade 5, with 72% roles at Grade 5 being casual work. In those casual roles, 58% of females carry out these roles.

The rest of the roles that are at Grade 5 are Building Cleaners where 77% are females.

Changes in Senior Roles

During 20-2021 we saw an increase in employees at Grades 12 to 14, with ten additional positions following Job Evaluation, eight of which were held by males and two by females. The higher pay at these grades results in a substantial impact on the pay gap. This was partially offset by a higher proportion of additional positions at Grade 11 and a Grade 15 position being held by females.

Impact of Additional Pay

Another underlying factor that has affected the gender pay gap is the difference in 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 90 members of staff that took part in standby and callout arrangements, 75% are male, which results in higher ordinary pay for these staff and has a direct bearing on the gender pay gap.