

GENDER PAY GAP REPORTING 2022/23

DATA AS AT 31.3.22

1. Background Information

- 1.1 The gender pay gap report for Warwick District Council sets out the gender pay gap information relating to employees in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
- 1.2 Any company who employs more than 250 employees are required to report on their:
- a. Mean gender pay gap
 - b. Median gender pay gap
 - c. Mean bonus gender pay gap (including long service and honoraria)
 - d. Median bonus gender pay gap (including long service and honoraria)
 - e. Proportion of males and females receiving a bonus payment
 - f. Proportion of males and females in each quartile band
- 1.3 This report identifies Gender pay gap data using pay data on the snapshot date of 31st March 2022, and in relation to 'bonuses' paid between 1st April 2021 and 31st March 2022
- 1.4 The information must be published on both the Council's website and available for at least 3 years and on the designated government website. This is the fourth pay gap data report to be compiled.
- 1.5 The WDC gender pay reporting figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- 1.6 The data includes the following types of staff:
- Employees with a contract of employment (part time, full time, permanent and fixed term)
 - Casuals/Workers
 - Apprentices
- 1.7 The data does not include temporary staff employed through an agency.
- 1.8 WDC will undertake a review of the past five years gender pay gap figures as part of our Equalities, Diversity and Inclusion agenda, benchmarking our reports with other similar organisations regionally and learning from best practice.

2. Gender Profile

- 2.1 As at 31.3.22 Warwick District Council employed 506 people.
- 2.2 The Council employs a higher percentage of women (56%) than men (44%) at 31.3.22. The percentage of women has stayed the same since 2018.

Appendix 1 to Minute 19

2.3 When compared with Warwickshire's general population of economically active people aged 16 and over, the Council employs a higher percentage of women and a lower percentage of men (56% women employees compared with the general population of 46.8% women, and 44% men compared with the general population of 53.2% men).

		Female	%	Male	%	Total
Number of Employees	2022	286	56.50	220	43.50	506
	2021	322	56.09	252	43.91	574
	2020	320	56.44	247	43.56	567
	2019	313	56.19	244	43.81	557
	2018	296	55.53	237	44.47	533

Female	2022	2021	2020	2019	2018
Employees	286	322	320	313	296
% of employees	56%	56%	56%	56%	56%
Full time	165	166	162	171	152
Part time	101	124	122	115	115
% part time	35%	38%	38%	37%	38%
Casual workers	20	32	36	27	29
Average week p/t	23 hours	23 hours	23 hours	22 hours	23 hours
Hours between	6.23-36 hrs	6.23-35 hrs	7.5 -35 hrs	7.5 -35 hrs	7.5 - 35 hours
Average week all	29.5 hours	31 hours	31 hours	31 hours	31 hours
% Managerial roles	18.5%	17.40%	16.60%	14%	14%

Male	2022	2021	2020	2019	2018
Employees	220	252	247	244	237
% of employees	44%	44%	44%	44%	44%
Full time	186	210	200	187	178
Part time	29	27	28	29	38
% part time	13.1%	10.7%	11%	12%	16%
Casual workers	5	15	19	28	21
Average week p/t	24 hours	22 hours	20.7 hours	21.8 hours	22.8 hours
Hours between	7.67 - 35 hours	7.67 - 35 hours	7.67 - 35 hours	7.67 - 35 hours	7.67 - 35 hours
Average week all	34.4 hours	35.4 hours	35 hours	35 hours	34.7 hours
% Managerial roles	25%	23%	27%	21%	21%

3. Mean, Median and Bonus Gender Pay Gap Results

The guidance detailed on the gov.uk website has been used to calculate this data described as: 'The gender pay gap of the organisation should be calculated as hourly pay, as both a:

- mean figure (the difference between the average of male and female pay).
- median figure (the difference between the midpoints in the ranges of male and female pay)'.

As a summary the results for Warwick District Council are set out below:

	Year	Female	Male	Gender Pay Gap
Mean hourly rate	2022	£14.55	£16.70	12.87%
	2021	£13.66	£15.87	13.93%
	2020	£12.92	£15.08	14.32%
	2019	£12.43	£14.56	14.63%
	2018	£12.20	£14.41	15.30%
Median hourly rate	2022	£13.31	£15.11	11.9%
	2021	£11.96	£14.16	15.54%
	2020	£11.07	£13.11	15.50%
	2019	£11.24	£12.49	10.00%
	2018	£11.02	£12.37	10.90%
Mean bonus payment	2022	£646.30	£911.00	29.06%
	2021	£500.00	£472.00	-5.93%
	2020	£390	£427	8.66%
	2019	£60.90	£61.08	0.29%
	2018	£34.47	£18.20	-89.40%
Median bonus payment	2022	£483.60	£1000	51.64%
	2021	£860.11	£936.76	8.18%
	2020	£444	£444	0%
	2019	£500	£130	-284.60%
	2018	£750	£447	-68%
Proportion who received a bonus	2022	2.8%	1.8%	
	2021	7.76%	5.55%	
	2020	1.50%	2%	
	2019	13.40%	14.30%	
	2018	6%	3%	

3.1 Mean gender pay gap

There is an 12.87% pay gap between the mean hourly rate for Male employees and Female employees on 31st March 2022.

The Council's mean gender pay gap has decreased by 2.43 % from 15.3% since 2018.

The gender pay gap in the UK has been declining since 2017; over the last decade it has fallen by just over one-fifth among all employees. The Council recognises the trend in the gender pay gap nationally and notes that the National Office for Statistics demonstrates a slight widening of the gap in the past year. Our mean gender pay gap is lower than the national average of 14.9% by 2.03%.

The ONS reports that among all employees, the gender pay gap decreased to 14.9%, from 15.1% in 2021, but is still below the levels seen in 2019 (17.4%).

3.2 Median gender pay gap

There is an 11.9% pay gap between the median hourly rate for Female employees and Male employees on 31st March 2022, this is median gender pay gap is lower than to the national average of 15.4%.

3.3 Bonus pay

In terms of mean bonuses, Females employees earned less (£483.60) than Male employees (£911). The gap is 51.64% in favour of male employees.

In terms of median bonuses, Female employees earn less (£483.60) than Male employees (£1000) employees.

WDC are aware that bonus payments include long service awards which demonstrates retention of staff, 2.8% of females received a bonus compared to 1.8% of males reflecting that Female employees are attracting bonus payments in line with WDC policy.

4.0 Pay Quartiles

4.1 2022 – 2023 hourly rates within Warwick District Council range from £4.62 (apprentice rate) to £60.70.

4.2 On 31 March 2022 the highest concentration of female employees is in the lower quartile 68.5%.

4.3 Since March 2018, the percentage of female employees in the lower quartile has increased by 5.8% (63% to 68.5%).

4.4 Since March 2018 the percentage of female employees in the upper quartile has increased by 1.2 % (38% to 39.2%)

When dividing all employees by gender into 4 quartiles the pay rates are shown below:

WDC Pay Quartiles by Gender 31.3.22						
Quartile	No. of males	No. of females	Total	Males	Females	Total %
Lower Quartile £4.55 to £11.02	40	87	127	31.5%	68.5%	100%
Lower Middle Quartile £11.02 to £13.44	45	82	127	35.4%	64.6%	100%
Upper Middle Quartile £13.44 to £18.84	59	68	127	46.5%	53.5%	100%
Upper Quartile £18.84 to £60.70	76	49	125	60.8%	39.2%	100%

WDC Pay Quartiles by Gender 31.3.21						
Quartile	No. of males	No. of females	Total	Males	Females	Total %
Lower Quartile - 4.55 - 10.83	51	92	143	36%	64%	100%
Lower Middle Quartile - 10.83 - 13.21	54	90	144	38%	63%	100%
Upper Middle Quartile - 13.21 - 17.06	61	82	143	43%	57%	100%
Upper Quartile - 17.06 - 59.85	86	58	144	60%	40%	100%

WDC Pay Quartiles by Gender 31.3.20						
Quartile	No. of males	No. of females	Total	Males	Females	Total %
Lower Quartile £4.35 to £10.24	46	95	141	33%	67%	100%
Lower Middle Quartile £10.24 to £11.88	59	83	142	42%	58%	100%

Appendix 1 to Minute 19

Upper Middle Quartile £11.88 to £16.60	58	84	142	41%	59%	100%
Upper Quartile £16.60 to £58.25	84	58	142	59%	41%	100%

WDC Pay Quartiles by Gender 31.3.19						
Quartile	No. of males	No. of females	Total	Males	Females	Total %
Lower Quartile £4.10 to £9.78	55	84	139	40%	60%	100%
Lower Middle Quartile £9.78 to £11.61	57	82	139	41%	59%	100%
Upper Middle Quartile £11.61 to £15.94	49	90	139	35%	65%	100%
Upper Quartile £15.94 to £57.11	83	57	140	59%	41%	100%

WDC Pay Quartiles by Gender 31.3.18						
Quartile	No. of males	No. of females	Total	Males	Females	Total %
Lower Quartile £4.59 to £9.55	54	80	134	37%	63%	100%
Lower Middle Quartile 9.72 to £11.74	48	85	133	36%	64%	100%
Upper Middle Quartile £11.74 to £15.63	52	81	133	39%	61%	100%
Upper Quartile £15.63 to £55.99	83	50	133	62%	38%	100%

4.2 Quartile Pay Band Summary - In order for there to be no gender pay gap, there would need to be an equal ratio of male to female in each quartile.

4.3 The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

5.0 Summary of Gender Pay Gap Data as at 31st March 2021

- The Mean Gender pay gap is 12.87% (a total year decrease of 2.43% since 2018).
- The Median Gender pay gap is 11.9% (a total increase of 1% since 2018)
- The Mean Bonus pay gap has increased to 29.06% with more females receiving a bonus than males however the Median bonus payment gap is 51.64% with males on average receiving a higher amount.

6.0 Analysis

At Warwick District Council the gender pay gap for the mean hourly rate decreased by 2.43%.

The median hourly rate for females increased by 1.41p and the median hourly rate for males grew by 95p. This is largely attributable to the higher number of females in the lower graded roles compared to males.

The lowest pay rate increased from £4.55 to £4.62 due to an increase in the apprenticeship pay rate.

We are committed to encouraging more female staff to lead in senior roles and we are aware that many of our female employees benefit from career progression within the Council.

Our long service awards and Honoraria underpin valuing all staff within their roles and for their service to Warwick District Council.

Our Apprenticeship scheme continues to recruit and retain staff, growing our organisation and encouraging career development.

7.0 National Picture

We have compared the Council’s gender pay gap results for the mean and median hourly pay to the Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) provisional earnings data for October 2021 for jobs in the United Kingdom in the table below:

Description	Mean	Median
United Kingdom	14.9	15.4
Public Sector	14.8	18.0
Private Sector	17.8	19.6
Warwickshire	Not available	22.9
Warwick Area	8.8	16.6
Warwick District Council	15.3 (2018) 14.6 (2019) 14.3 (2020) 13.9 (2021) 12.87 (2022)	10.9 (2018) 10.0 (2019) 15.5 (2020) 15.5 (2021) 11.9 (2022)

[Gender pay gap - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Appendix 1a







