

Title: Gender and Ethnicity Pay Gap Reporting as at 31.3.23

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Portfolio Holder: Councillor Jessica Harrison

Wards of the District directly affected: None

Approvals required	Date	Name
Portfolio Holder	19.2.24	Jessica Harrison
Legal Services	-	-
Chief Executive	2.2.24	Chris Elliott
Head of Service(s)	2.2.24	Tracy Dolphin
Section 151 Officer	2.2.24	Andrew Rollins
Monitoring Officer	2.2.24	Graham Leach
Final decision by this Committee or rec to another Cttee / Council?	Yes/ No Recommendation to: Council	
Contrary to Policy / Budget framework?	No/Yes	
Does this report contain exempt info/Confidential? If so, which paragraph(s)?	No/Yes, Paragraphs:	
Does this report relate to a key decision (referred to in the Cabinet Forward Plan)?	No/Yes, Forward Plan item – scheduled for (date)	
Accessibility Checked?	Yes/No	

Summary

The report presents the mandatory gender pay gap information that must be reported to Central Government and published on the Warwick District Council website. It also presents the Ethnicity Pay Gap reporting and recommends its publication by the Council.

Recommendations:

(1) That Employment Committee recommend to Council the publication of the Gender Pay Gap reporting as of 31 March 2023, as detailed in this report.

(2) That Employment Committee recommend to Council the publication of the Ethnicity Pay Gap reporting as of 31 March 2023, as detailed in this report.

1 Reasons for the Recommendation

- 1.1 In accordance with the Equality Act 2010 with effect from 30 March 2018 it is a requirement to report and publish specific gender pay gap information; this is the sixth annual statement.
- 1.2 Although this is not a legal requirement in June 2020 the Council decided that "in order to support its consideration of the report and the monitoring of the action plan, the Council requires the publication of relevant annual data, including an Ethnicity Pay Gap report alongside the current Gender Pay Gap report".
- 1.3 The WDC gender pay, and ethnicity pay gap reporting figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data includes the following types of staff: Employees with a contract of employment (part time, full time, permanent and fixed term) and Casuals/Workers (Glossary - Appendix 1).
- 1.4 Under the Equal Pay Act 1970, men and women must receive equal pay (Appendix 2) for:
 - the same or broadly similar work.
 - work rated as equivalent under a job evaluation scheme; or
 - work of equal value.
- 1.5 WDC has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or ethnicity. In order to achieve this WDC:
 - operates job evaluation methodology to grade all jobs, using the Hay Job Evaluation Scheme to ensure that jobs are paid fairly.
 - ensures that allowances are awarded fairly and consistently across the Council.
 - re-evaluates job roles and pay grades as necessary to ensure a fair structure.
- 1.6 For the purposes of pay gap reporting as at 31.3.23 Warwick District Council employed 479 people, 274 females (57%), 205 male (43%).
- 1.7 **Gender** - The table below shows the WDC Gender Pay Gap figures as at 31.3.2023, together with a comparison of the 31.3.2022 figures and the earliest recorded figures at 31.3.2018.

	31.3.2018	31.3.2022	31.3.2023
Mean Gender Pay Gap	15.3%	12.9%	10.2%
Median Gender Pay Gap	10.9%	11.9%	8.8%
Mean Gender Bonus Pay Gap	-89.4%	29.1%	0.6%
Median Gender Bonus Pay Gap	-68%	51.6%	0.0%
% of Women in lower pay quartile	63%	68.5%	67.5%
% of Women in lower middle pay quartile	64%	64.6%	59.2%
% of Women in upper middle pay quartile	61%	53.5%	58.3%
% of Women in upper pay quartile	38%	39.2%	43.7%

In summary relating to the Mean and Median gender pay gap a positive trend has been identified since 2018.

1.8 Analysis of WDC Gender Pay Gap Data on 31st March 2023

- The Mean Gender pay gap is 10.2%
 - a decrease of 2.7% since 31.3.2022
 - a decrease of 5.1% since 31.3.2018
- The Median Gender pay gap is 8.8%
 - a decrease of 3.1% since 31.3.2022
 - a decrease of 2.1% since 31.3.2018
- The Mean Gender Bonus pay gap was 0.6% and the Median bonus pay gap is 0% This is attributable to the majority of staff receiving the £500 Applause payment, only those who had not completed a probationary period did not receive the payment.
- The percentage of women in the lower quartile is 67.5%
 - an increase of 1% since 31.3.2022
 - an increase of 4.5% since 31.3.2018
- The percentage of women in the lower middle quartile is 59.2%
 - a decrease of 5.4% since 31.3.2022
 - a decrease of 4.8% since 31.3.2018
- The percentage of women in the upper middle quartile is 58.3%
 - an increase of 4.8% since 31.3.2022
 - a decrease of 2.7% since 31.3.2018
- The percentage of women in the upper quartile is 43.7%
 - an increase of 4.5% since 31.3.2022
 - an increase of 5.7% since 31.3.2018

1.9 National Picture by Geographical Area

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 2023 for jobs in the United Kingdom and geographical areas in the table below:

Description	Mean	Median
United Kingdom total	13.2	14.3
Public Sector	11.5	14.0
Private Sector	15.6	18.9
West Midlands	14.1	14.4
Public Sector	11.0	14.4
Private Sector	18.2	18.4
Warwickshire	27.0	15.8
Warwick	18.4	18.5
Stratford upon Avon	13.5	13.3
Warwick District Council	10.2% (2023)	8.8 (2023)

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

1.10 **Ethnicity** - In relation to the Ethnicity Pay Gap reporting data analysis, recent analysis (Jan 2024) has shown a modest increase of 2.3% (59.41%) from September which is an encouraging trend. This does pose a significant challenge in accurately assessing the Ethnicity Pay Gap and may mask disparities and hinder targeted interventions to address inequities. Encouraging greater transparency in self-reporting ethnicity is crucial for a comprehensive understanding of workforce composition.

1.11 It is not possible to give meaningful comparison ethnicity data prior to the year ending 31.3.2022 as in April 2021 the Council moved to a combined HR & Payroll system – I-Trent, from our previous payroll system, Resourcelink. Equality and diversity information could not be automatically transferred due to the updated ethnicity categories on I-Trent (in line with Census ethnicity categories).

We are addressing this challenge by implementing communication strategies to educate employees about the importance of ethnicity disclosure and the impact on fostering an inclusive workplace. This has been a continuous action of the Council and one we consider a priority.

1.12 Furthermore, it is not possible to provide a more detailed breakdown or categorisation of data held. Ethnicity is special category of personal data. If raw/more detailed figures are provided, this could constitute personal data and directly identify an individual.

1.13 This data is now collected as part of the recruitment process (where provided as part of the application) however is still voluntary to provide.

1.14 The data currently held is given below:

	2022	2023
Not declared and prefer not to say	246	213
Not white	29	32
White	231	234
Total	506	479

Advice received from the Warwickshire County Council Equality, Diversity and Inclusion Practitioner is that for the purposes of the ethnicity Pay Gap reporting calculation 'not declared' should be included in the white British category. The data is therefore aligned to two categories –

1. Not declared, prefer not to say, and white British
2. Not white

Year	Not declared and White British	%	Not white	%	Total
2023	447(213 not declared/prefer not to say)	93.3%	32	6.7%	479
2022	477 (243 not declared/prefer not to say)	94.3%	29	5.7	506

1.15 The table below shows the WDC Ethnicity Pay Gap figures as at 31.3.2023, together with a comparison of the 31.3.2022 figures.

	31.3.2022	31.3.2023
Mean Ethnicity Pay Gap	13%	7.7%
Median Ethnicity Pay Gap	18.0%	8.9%
Mean Ethnicity Bonus Pay Gap	0.0%	2.3%
Median Ethnicity Bonus Pay Gap	56.6%	0.0%
% of Not-White employees in lower pay quartile	8.7%	7.6%
% of Not-White employees in lower middle pay quartile	5.5%	10%
% of Not-white Employees in upper middle pay quartile	4.7%	11%
% of Not-white employees in upper pay quartile	3.1%	19.7%

1.16 Summary of WDC Ethnicity Pay Gap Data on 31st March 2023 (based on the considerations identified in 1.11).

- The Mean Ethnicity pay gap is 6.7%
- a decrease of 6.3% since 31.3.2022
- The Median Ethnicity pay gap is 8.8%
- a decrease of 9.2% since 31.3.2022
- The Mean Bonus pay gap was 2.3% and the Median bonus pay gap is 0% this is attributable to most staff receiving the £500 Applause payment, only those who had not completed a probationary period did not receive the

payment.

- The percentage of Not-white employees in the lower quartile is 9.2%
 - an increase of 0.5% since 31.3.2022
- The percentage of Not-white employees in the lower middle quartile is 7.5%
 - an increase of 2% since 31.3.2022
- The percentage of Not-white employees in the upper middle quartile is 3.3%
 - a decrease of 1.4% since 31.3.2022
- The percentage of Not-white employees in the upper quartile is 6.7%
 - An increase of 3.6% since 31.3.2022

1.17 As Ethnicity Pay Gap reporting is not mandatory it is not possible to give a national picture for comparison. However, in this period the not-white profile at the Council, comparing the percentage of white British and not declared, shows a lower representation of not-white employees (6.6%) compared with the general Warwickshire population (approximately 11% - 2021 Census).

1.18 Further analysis and actions will be undertaken as part of the review of the EDI agenda. It should be noted, that addressing the underlying causes of a gender pay and ethnicity pay gap as well as developing an effective action plan, is an ongoing and iterative process, and the data should not be reviewed in isolation. Time is required to both consider in detail the approach to adopt, and to refine the content as well as consider comparative data to be able to benchmark best practice both internally and externally.

1.19 We continue to promote and review the benefits of working for Warwick District Council through our 'family friendly' policies, for example maternity 'pay back' scheme withdrawn; health and well-being scheme; agile working; continued development of flexible working options that support effective work life balance; development opportunities including an increased promotion of 'work apprenticeship' training.

2 Alternative Options

2.1 None considered - the Gender Pay Gap reporting and publishing is required by law and the Ethnicity Pay Gap publishing has been requested by Council.

3 Legal Implications

3.1 Reporting and publishing the attached gender pay gap information is a legal requirement. By complying, this should remove any risk of external challenge to the Council.

4 Financial

4.1 There is not an impact on the budgetary implications of the Council.

5 Corporate Strategy

5.1 Warwick District Council has adopted a Corporate Strategy which sets three strategic aims for the organisation as highlighted below:

5.2 **Delivering valued, sustainable services** – The Gender and Ethnicity Pay Gap Reporting aligns with the Corporate Strategy's aim of delivering valued, sustainable services. By analysing and addressing pay gaps, the council demonstrates its commitment to fair employment practices. The report indicates positive trends in reducing the gender pay gap, showcasing the

council's dedication to fostering an equitable work environment. Furthermore, the data reveals a commitment to sustaining fair employment practices by consistently applying job evaluation methodologies, ensuring equal pay for equivalent work. In summary, the report positively contributes to the delivery of valued and sustainable services by promoting equality and fairness in the workplace.

5.3 **Low cost, low carbon energy across the district** - The report primarily focuses on pay gap information, it does not have a direct impact on the Low Cost, Low Carbon Energy objective, nor contribute directly to this strategic aim. It is crucial to recognise that the absence of a direct impact in this area does not undermine the significance of the report's contribution to other strategic objectives.

5.4 **Creating vibrant, safe, and healthy communities of the future** - The report, while pivotal for employment practices, does not directly contribute to the objective of creating vibrant, safe, and healthy communities. However, by fostering a fair and inclusive work environment, the council indirectly supports the broader goal of community well-being. Ensuring equality within the council reflects a commitment to social responsibility, which can positively influence community perceptions. Although the report doesn't directly address this objective, it indirectly aligns with the council's broader vision of a vibrant and inclusive community.

6 Environmental/Climate Change Implications

6.1 This report has no direct Environmental/Climate Change implications.

7 Analysis of the effects on Equality

7.1 This report supports transparency and accessibility of information that is key to supporting the Council's Equality Agenda.

8 Data Protection

8.1 There are no employee data protection implications of this proposal as the publication and accessibility of this information is required by law.

9 Health and Wellbeing

9.1 The proposals support the overall wellbeing of staff by ensuring transparency and accessibility to data and related actions.

10 Risk Assessment

10.1 Agreeing and publishing Gender Pay Gap Report is a legal requirement. By complying, this should remove any risk of external challenge to the Council.

11 Consultation

11.1 Engagement with the Senior Leadership Team and Unison has taken place with support for the further review.

Background papers:

None

Supporting documents:

None