



## Gender Pay Gap Report

Wirral Council is required by law (The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) to publish an annual gender pay gap report.

**This is its report for the snapshot date of 31<sup>st</sup> March 2017.**

Gender Gap	%age	Male Rate	Female Rate	Council Rate
The mean gender pay gap	5.85	£ 14.14	£ 13.31	£ 13.61
The median gender pay gap	4.78	£ 13.07	£ 12.45	£ 12.07
The mean gender bonus gap	0.00	n/a	n/a	n/a
The median gender bonus gap	0.00	n/a	n/a	n/a

The Mean gender pay gap is the average gap across all staff included

The Median gender pay gap is the middle rate of all hourly rates included

Pay quartiles by gender			
Quartile	Males	Females	Description
Lower	29.6% (280)	70.4% (666)	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower middle	38.5% (364)	61.5% (582)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper middle	36.7% (347)	63.3% (599)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper	41.4% (392)	58.6% (554)	Includes all employees whose standard hourly rate places them above the upper quartile

Quartiles are defined by dividing the workforce into 4 equal sized groups, then split by gender.

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

## How does Wirral Council's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that the Council's gap compares favourably to the national averages and other public sector organisations.

	<b>Wirral Council</b>	<b>2017 ONS ASHE whole sector</b>
Mean gender pay gap	5.85%	17.4%
Median gender pay gap	4.78%	18.4%

*\*Office for National Statistics*

*\*\*Annual Survey of Hours and Earnings*

This is the first year for the requirement to report the gender pay gap. To date, only a small proportion of organisations have published their gender pay gap prior to the 2018 deadline. The Council is therefore unable to perform detailed benchmarking against similar public sector organisations at this point.

### What is a gender pay gap?

Gender pay is not about equal pay. Unequal pay means that individual women and men are not getting equal pay for doing equal work. The gender pay gap shows the average difference between the earnings of women and men. It has a number of contributory factors, most of which are more about the kinds of industries and jobs open to women than about the ways in which men and women are paid.

Just because there is a gender pay gap does not make it unlawful. Having a gender pay gap does not mean the Council is discriminating against women.

A gender pay gap is not solely the result of pay practices. It is about much broader influences. Gender pay gaps are the outcome of economic, cultural, societal and educational factors.

### What are the contributing factors of Wirral Council's gender pay gap?

<b>Factor</b>	<b>Impact and Reasons</b>
Workforce make-up	Wirral Council has a predominantly female workforce, with 63.5% employees female and 36.5% male.  Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). In Wirral, the top quartile roles are occupied by more women than men.

Wirral Pay Policy	<p>The Council has a clear policy (Wirral Pay Policy Statement 2017-18) of paying employees equally for the same or equivalent work, regardless of their gender (or any other protected characteristic). Wirral Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.</p> <p>The Council adopts the national pay bargaining arrangements through any agreed annual pay increases negotiated with joint trade unions, subject to any local agreements in place.</p>
Foundation Living Wage	<p>As a FLW employer, Wirral's pay rates in the lower quartile are comparatively higher than national rates, which narrows the gap.</p>
Reforming Services	<p>The Council's workforce has reduced and changed significantly with many services no longer provided directly. The impact has been that the number of traditionally male dominated roles paid at mid-quartile rates has decreased, e.g. Construction workers, whilst the number of traditionally female dominated, lower-quartile roles has also reduced, e.g. Catering, Care and Domiciliary workers.</p>
Harmonisation	<p>The Council harmonised terms and conditions in 2008. This included new premium payments and removal of bonuses. Premium payments are generally paid to lower paid employees thus enhancing their pay. In Wirral, the premium payments are paid to as many women as men.</p>
Ageing Workforce	<p>Wirral Council has an ageing workforce with 52.54% aged between 45 and 59 years.</p> <p>It is acknowledged that the pay gap widens for women aged 40 plus years and at Wirral, of those aged 40 and over, 64% are female. Wirral reflects this trend with the gender pay gap widening from 5.85% to 10%.</p>
Employment Contracts and Flexible Working	<p>Wirral has a variety of flexible work options, e.g. full-time, part-time, term-time, seasonal, providing a number of working arrangements for individuals to choose from that fit into their work-life balance.</p> <p>It is acknowledged that females are traditionally viewed as the primary carers meaning these employment options tend to attract and retain more females than males.</p> <p>Since Wirral has a number of roles falling into the lower quartile with minimal work hours which accommodate work-life balance arrangements, this influences the higher proportion of females in lower quartile job roles.</p>
Career Break	<p>Career Break is a local government term and condition which has been in place for many years. This enables women to take time away from work after having children and return to work at an equivalent position and level of pay, meaning women returning to the workplace aren't disadvantaged financially or with their career opportunities. This is not broadly used in the private sector and will contribute towards narrowing the pay gap.</p>

## **Next Steps**

Based on the outcomes of this exercise, Wirral will undertake further analysis and detailed benchmarking to identify any actions that may address the pay gap differential.