

## Gender Pay Gap Report at March 2020

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.

### What is a gender pay gap?

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.

Having a gender pay gap is not unlawful and 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.

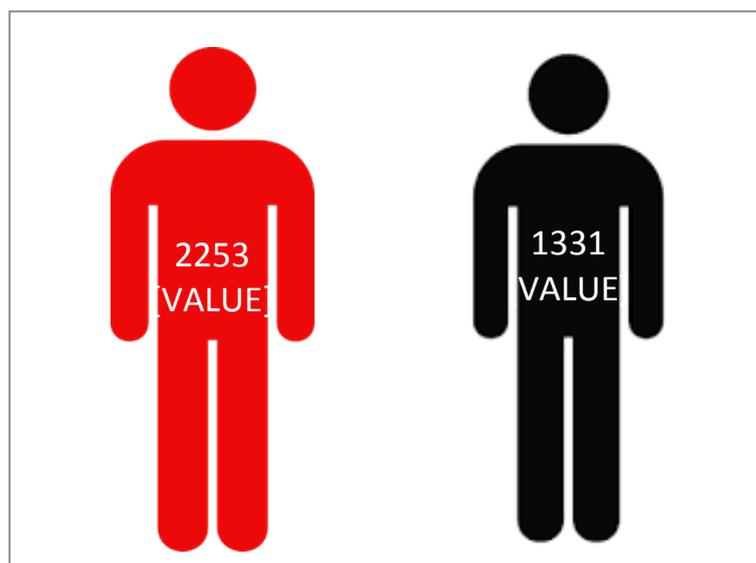
Gender pay is not about equal pay. Unequal pay means that individual women and men are not getting equal pay for doing equal work.

### Reporting Requirements

This report is in relation to a snapshot of the workforce in scope as at 31<sup>st</sup> March 2020 in line with the legislative reporting requirements. The scope of the Council's report includes all employees (excluding schools) who are in receipt of base pay and allowances at this date.

The Council must report on and publish the mean and median pay gaps and pay quartiles.

**The Council's workforce is predominantly female (63%):**



Female: 

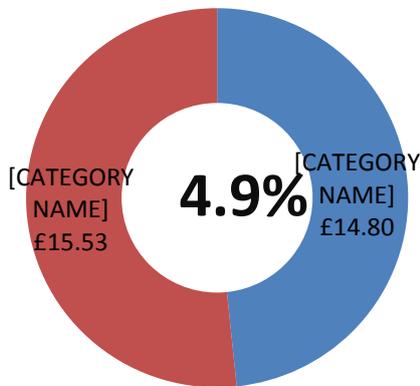
Male: 

**The Gender Pay Gap for Wirral Council is:**

Gender Gap	%age	Male Rate	Female Rate	Council Rate
The mean gender pay gap	4.9%	£15.53	£14.80	£15.07
The median gender pay gap	4.8%	£13.70	£13.05	£13.31
The mean gender bonus gap	0	N/A	N/A	N/A
The median gender bonus gap	0	N/A	N/A	N/A

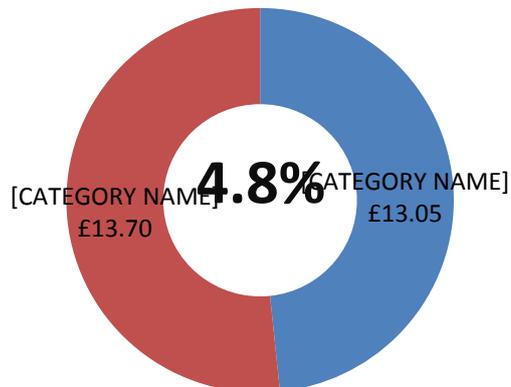
The **mean** gender pay gap is the average gap across all staff in scope. On average men earn 4.9% more than women.

**Mean**



The **median** gender pay gap is the middle rate of all hourly rates in scope. The mid-rate for men is 4.8% higher than that of women.

**Median**



## The 2020 pay quartiles by gender:

619

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.

277

Quartile	Female	Male
Lower	619	277
Lower Middle	543	353
Upper Middle	577	319
Upper	514	382

### Comparison with Wirral Council's 2019 Gender Pay Gap

The mean gender pay gap (GPG) of 2019 has reduced from 6.9% to 4.9% in 2020, whilst the median GPG has also reduced from at 10.9% to 4.8%.

### What are the other contributing factors to Wirral Council's Gender Pay Gap?

#### Workforce Gender Profile

The gender profile of Wirral Council employees in March 2020 was unchanged from 2019 with a predominantly female workforce, 63% female and 37% 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, however there are higher numbers of women than men particularly in the lower quartile.

The gender profile of senior managers paid in March 19 was 56% female and 44% male. In 2020 this shifted to 61% female and 39% male.

During 2018/19 there was a re-structuring exercise, primarily in back office support services. This was a contributing factor to this shift with 42 females promoted or recruited in the upper quartile compared to 25 males.

## Employment Contracts and Flexible Working

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.

It is acknowledged that females are traditionally viewed as the primary carers meaning that whilst these opportunities are available to everyone employed, these employment options still tend to attract and retain more women than men.

Since Wirral has a number of roles falling into the lower quartile with minimal work hours to accommodate work-life balance arrangements, this influences the higher proportion of women in lower quartile job roles. Of the lower quartile figure, 69% are female compared to 31% males.

The percentage of part time female and male employees remains the same as 2019.

<b>Gender</b>	<b>Part Time</b>	<b>Full Time</b>
<b>Female</b>	32.5%	30.5%
<b>Male</b>	9.5%	27.5%
<b>Total</b>	<b>42%</b>	<b>58%</b>

Wirral also has a significantly higher number of women working term time or reduced working weeks compared with men. In March 2020 9.8% of females worked a reduced number of weeks per year compared to just 3.4% of male employees. Based on the definition of the calculation of the rate of pay, this reduces the hourly rate and therefore has an impact on the pay gap.

## Premium Payments

Premium payments include enhanced rates for unsocial hours and weekend working. These are contractual and are generally paid to lower paid employees thus enhancing their rate. In Wirral in March 2019, 246 women received premium payments (11% of females paid) and 223 men (16.7% of males paid).

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

The vast majority of organisations have a gender pay gap, Wirral's gap continues to compare favourably to the national average and other public sector organisations.

		<b>*ONS **ASHE whole sector</b>	
	<b>Wirral Council 2020</b>	<b>2019</b>	<b>2018</b>
Median gender pay gap	4.8%	15.5%	17.4%

*\*Office for National Statistics*

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

Contributing factors that lessen Wirral's gap compared to the national picture are:

Wirral's adoption of the Foundation Living Wage which results in the lower quartile rates being comparatively higher than national rates.

Access to a Career Break scheme 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 are not disadvantaged financially or with their career opportunities. This is not broadly used in the private sector and will contribute towards narrowing the pay gap.

Due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) suspended enforcement of the gender pay gap deadlines for reporting year (2019/20), so there was no expectation on employers to report their data.

Wirral Council was one of approximately 3000 employers who reported their data via the gov.uk website. This represented only 26% of expected reporters. This means there are fewer public sector organisations with which accurate comparisons can be made for reporting year 2019/20.

## Summary

Wirral's 2020 median gender pay gap reduced from 10.9% to 4.8%. The mean gender pay gap in 2020 was down from 6.9% in 2019 to 4.9%.

The gender profile was unchanged for the third consecutive year and there was no significant shift in the gender quartile profiles except in the upper quartile where there was an increase in the percentage of females from 56% in 2019 to 61% in 2020.

During 2018/19, a re-structuring exercise primarily in back office support services, was a contributing factor to this shift with 42 females promoted or recruited in the upper quartile compared to 25 males.

The launch of several personal development initiatives for managers and those aspiring to move into a management role has provided an opportunity for women to continue to steadily progress through the pay grades.

In a time of significant change for the workforce, talent management, health and wellbeing and flexible working have been a priority, all of which contribute towards addressing the gender pay gap.

As organisational change continues, we will continue to monitor the impact on our gender pay gap. We will also continue to review strategies and policies in relation to recruitment.