

## Gender Pay Gap Report at March 2021

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.

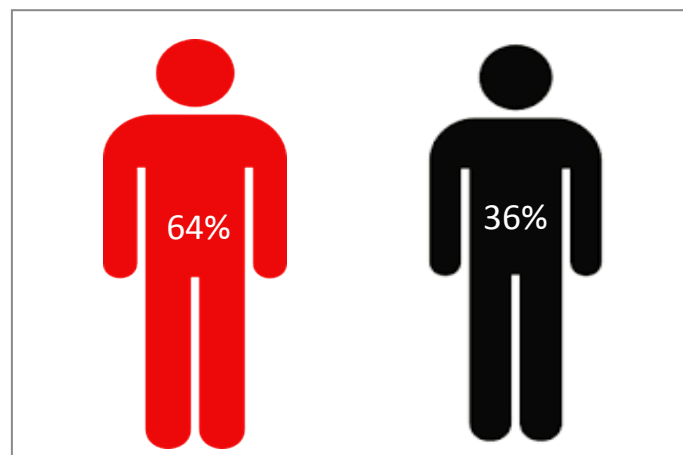
Gender pay is not about equal pay. Unequal pay means that individual women and men are not getting equal pay for doing equal work.

### Reporting Requirements

This report is in relation to a snapshot of the workforce in scope as at 31<sup>st</sup> March 2021 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, including permanent, temporary and casual staff.

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

### The Council's workforce is predominantly female:



Female: 2382



Male: 1342



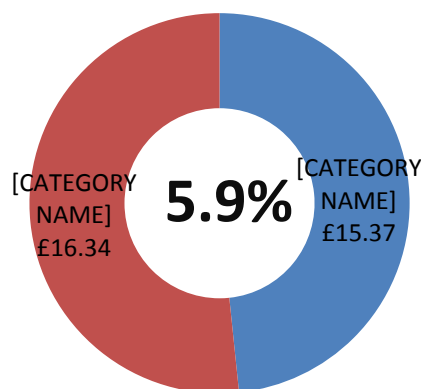
Total: 3724

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

Gender Gap	%age	Male Rate	Female Rate	Council Rate
The mean gender pay gap	5.9	£16.34	£15.37	£15.73
The median gender pay gap	7.7	£14.82	£13.68	£14.06
The mean gender bonus gap	0	N/A	N/A	N/A
The median gender bonus gap	0	N/A	N/A	N/A

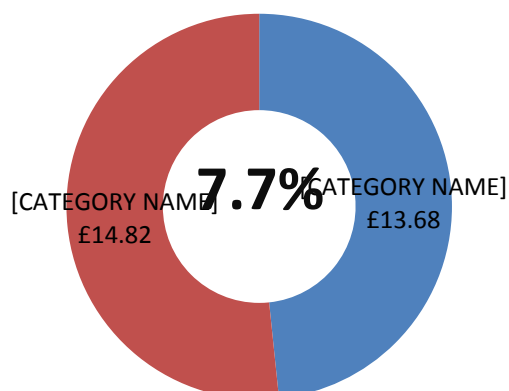
The **mean** gender pay gap is the average gap across all staff in scope. On average men earn 5.9% more than women.

**Mean**

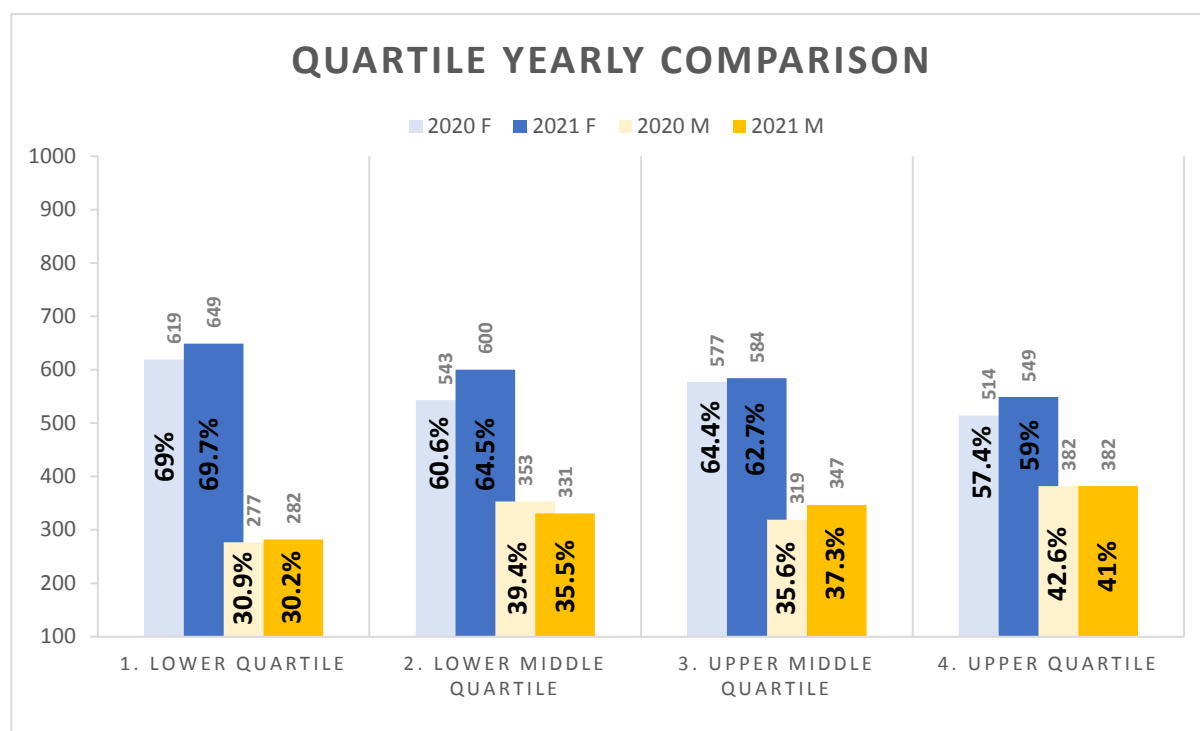


The **median** gender pay gap is the middle rate of all hourly rates in scope. The mid-rate for men is 7.7% higher than that of women.

**Median**



## The 2020 and 2021 pay quartiles by gender:



Quartiles are determined by dividing the workforce into 4 equal sized groups (931 employees per quartile) based on the rank order of the hourly rate calculation as defined by the Government Equalities Office, using payments in March 2021. The 4 groups are then split by gender.

### Comparison with Wirral Council's 2020 Gender Pay Gap

The mean gender pay gap (GPG) of 2020 has increased from 4.9% to 5.9% in 2021, whilst the median GPG has also increased from 4.8% to 7.7%.

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

#### Workforce Gender Profile

The gender profile of Wirral Council employees being paid in March 2021 was virtually unchanged from 2020 with a predominantly female workforce, 64% female and 36% 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 2021 was unchanged from March 2020, 61% female and 39% male.

### 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 much the same as 2020. There was a 1.5% increase in the number of full-time female workers in 2021 compared to 2020. A contributing factor to this may be the shift to home-working arrangements and changes to the labour market as a result of the covid-19 pandemic.

	2020		2021	
Gender	Part Time	Full Time	Part Time	Full Time
Female	32.5%	30.5%	32%	32%
Male	9.5%	27.5%	9.5%	26.5%
<b>Total</b>	<b>42%</b>	<b>58%</b>	<b>41.5%</b>	<b>58.5%</b>

Wirral also has a significantly higher number of women working term time or reduced working weeks compared with men. 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.

	Term Time	
Gender	2020	2021
Female	9.8%	9%
Male	3.4%	3.1%

## 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 March 2021, 10.1% of females received premium payments compared to 11% in 2020, and 16.3% of males compared to 16.7% in 2020 received premium payments. The overall reduction is a result of closed services in areas of the organisation where the work normally attracts enhancements.

## 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>*ASHE whole sector</b>		
	<b>Wirral Council 2021</b>	<b>2021</b>	<b>2020</b>	<b>2019 **</b>
Median gender pay gap	7.7%	15.4%	15.5%	17.4%

*\*Annual Survey of Hours and Earnings (ASHE) by the Office for National Statistics (ONS). Snapshot in April of the relevant year.*

*\*\*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 publication deadlines. Consequently, only 26% of expected reporters published their GPG data for 2019.*

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

Wirral's adoption of the Foundation Living Wage in previous years has resulted in the lower quartile rates being comparatively higher than national rates.

It is acknowledged that females are traditionally viewed as the primary carers. Wirral has a range of flexible working arrangements, including hybrid working and policies such as work-life balance, family-friendly, the career break scheme and well-being initiatives that support women with families to work and progress their careers.

## Summary

Wirral's 2020 median gender pay gap increased from 4.8% to 7.7% The mean gender pay gap in 2021 increased from 4.9% in 2020 to 5.9%.

The gender profile remained steady for the fourth consecutive year. A notable percentage shift was an increase in the lower mid quartile where there was an increase in the percentage of females from 60% in 2020 to 64% in 2021 and a decrease in males from 39% to 35%. However, there is no significant reason for this change.

The continued promotion of a number of 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. This is a contributing factor to the 2% increase of females from the upper mid quartile to the upper quartile (57% 2020 to 59% 2021).

In a time of continued significant change, the Council has focused and promoted a range of workforce strategies, including new ways of working, talent attraction and management, for example, Apprenticeship First, health and wellbeing initiatives and flexible working. These strategies contribute towards addressing the gender pay gap by enabling the Council to recruit and retain talent.

The Council acknowledges that future organisational change may impact on the profile of the workforce. As we deliver the Wirral Plan, supported by our People Strategy, we will monitor the impact of any change on our gender pay gap.