

Leicester City Council

Gender Pay Gap Report 2018



Leicester
City Council

About this report

This report is based on The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017 and which require public sector employers to publish specific details of their gender pay.

Scope

This report covers all employees of Leicester City Council except those based in schools. (Under the Regulations the governing body of a maintained school is treated as the employer.) Included are all staff permanently and temporarily employed on the reporting 'snapshot date' (31 March 2018). This includes those on casual contracts that worked during the pay period ending 31 March 2018. For comparison purposes 'full-time' employees are considered as those who worked 30 or more hours per week on average within the pay period.

Definition of Pay

Under the Regulations, and therefore in this report, 'pay' includes: basic pay, paid leave (including annual leave, sick leave, maternity, paternity, adoption and parental leave (except where an employee is paid less than usual because of being on leave)), allowances, shift premium pay and bonus pay. 'Pay' does not include: overtime pay, expenses, the value of salary sacrifice schemes (however the reduction to salary is included), benefits in kind, redundancy pay and tax credits.

Gender pay gap and equal pay

The gender pay gap is defined as the difference between the pay of men and women. While there are many ways of presenting this data, under the Regulations, and in this report, there are only two measures: median hourly pay and mean hourly pay. Each is represented as the percentage of the difference with men's pay being the divisor. Therefore, where men are paid more than women, the pay gap will be 'positive' (i.e. with a 3% pay gap women earn 97p for every £1 a man earns). Negative pay gaps are represented as minus percentages (i.e. with a negative pay gap of minus 3% women earn £1.03 for every £1 a man earns). Gender pay gap is not about men and women being paid differently for the same job which has been prohibited by equal pay legislation since 1975. Even with this legislation, historically certain occupations have attracted greater pay due to the value placed on typical masculine and feminine skills.

To comply with equal pay legislation, as well as to mitigate unconscious gender-biased skill appraisal, we operate a recognised job evaluation scheme which covers the majority of posts within the council. This is supported by periodic equal pay audits to ensure that our pay structure remains transparent and free from gender bias. An equal pay audit was completed in 2014. The overall finding of the audit was that there were no significant areas of concern, the independent author of the report found that 'the JE scheme used by the council, and the method of operation, should provide reliable and consistent job evaluation results.' There were no concerns raised about the operation of our scheme and there were no recommendations for any changes.

Findings

The following summary has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This page covers all aspects of the mandatory reporting requirements under these regulations.

The difference between the average (mean and median) hourly rate of pay for male and female employees

1. The mean pay for women is £14.39 per hour, and mean pay for men is £14.25 per hour. Therefore the mean gender pay gap is -0.99%.
2. The median pay for women is £13.28 per hour, and the median pay for men is £13.28 per hour. Therefore median gender pay gap is 0.00%.

The difference between the average (mean and median) bonuses paid to male and female employees over the period of 12 months ending with the snapshot date of 31 March

3. No bonuses were paid to employees during this period.

The proportion of male employees, and of female employees, who were paid bonuses during the period of 12 months ending with the snapshot date of 31 March

4. No bonuses were paid to employees during this period.

The proportions of male and female employees in each quartile of the pay distribution

			% in Quartile		% of Group	
	Women	Men	Women	Men	Women	Men
Quartile 1	858	668	56%	44%	24%	26%
Quartile 2	880	646	58%	42%	25%	26%
Quartile 3	902	624	59%	41%	25%	25%
Quartile 4	938	589	61%	39%	26%	23%

Comparison of gender pay gap (median and mean) by sector: Full-time and part-time

	Median			Mean		
	Women	Men	Gender Pay gap	Women	Men	Gender Pay gap
2017 <i>Leicester City Council 2017</i>	£ 11.63	£ 12.01	3.12% 	£ 13.29	£ 13.35	0.46% 
Leicester City Council	£ 13.28	£ 13.28	0.00% 	£ 14.39	£ 14.25	-0.99% 
2018 Public Sector	£ 14.36	£ 17.72	18.96% 	£ 16.54	£ 20.05	17.51% 
Private sector	£ 10.02	£ 13.14	23.74% 	£ 14.11	£ 17.71	20.33% 
Non-profit	£ 12.58	£ 16.33	22.96% 	£ 15.56	£ 19.19	18.92% 

The Council's median gender pay gap has changed from a small positive one in 2017, the first year of reporting, to zero. The mean gender pay gap has changed from a negligible positive one to a negligible negative one. The council is noticeably ahead of both private and public sector organisations.¹

Full-time employees - comparison of gender pay gap (median and mean) by sector

	Median			Mean		
	Women	Men	Gender Pay gap	Women	Men	Gender Pay gap
2017 <i>Leicester City Council 2017</i>	£ 13.32	£ 13.32	0.00% 	£ 14.59	£ 13.97	-4.47% 
Leicester City Council	£ 13.28	£ 12.78	-3.36% 	£ 14.84	£ 14.42	-2.87% 
2018 Public Sector	£ 15.63	£ 17.91	12.73% 	£ 17.18	£ 19.96	13.93% 
Private sector	£ 11.97	£ 14.04	14.74% 	£ 15.16	£ 18.12	16.34% 
Non-profit	£ 14.67	£ 17.46	15.98% 	£ 16.47	£ 19.68	16.31% 

For all sectors the gender pay gap reduces for full-time employees, however for LCC this reduction becomes a negative pay gap for both median and mean.

Part-time employees - comparison of gender pay gap (median and mean) by sector

	Median			Mean		
	Women	Men	Gender Pay gap	Women	Men	Gender Pay gap
2017 <i>Leicester City Council 2017</i>	£ 10.33	£ 9.55	-8.15% 	£ 11.88	£ 11.17	-6.30% 
Leicester City Council	£ 13.28	£ 12.78	-3.94% 	£ 13.75	£ 13.42	-2.43% 
2018 Public Sector	£ 11.42	£ 15.54	26.51% 	£ 14.69	£ 21.42	31.42% 
Private sector	£ 8.70	£ 8.55	-1.75% 	£ 11.12	£ 11.94	6.87% 
Non-profit	£ 10.39	£ 11.33	8.30% 	£ 13.03	£ 15.16	14.05% 

Both median and mean gender pay gaps for part-time employees in the council are negative. Both gaps have reduced since 2017. The mean gap compares favourably with all sectors whilst the private sector median pay gap is closer to zero than the council's.

¹ Annual Survey of Hours and Earnings: 2017 provisional results