

# Leicester City Council

## Gender Pay Gap Report 2021/22



# About this report

This report is based on the '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.

Data has been gathered in line with ['The gender pay gap data you must gather'](#) guidance (updated November 2021).

## 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 2022). This includes those on casual contracts that worked during the pay period ending 31 March 2022.

## 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. The most recent equal pay audit was completed in 2022. The overall feedback from the independent author of the report was: 'I'd say this is probably the best equal pay audit I've done – I've found very few issues and nothing that I'd be concerned about.' They also found that 'the JE scheme used by the council, and the method of operation, should provide reliable and consistent job evaluation results' and concluded 'overall, a well designed and operated pay structure'.

# Summary

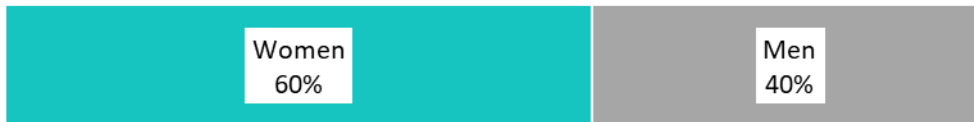
The following summary has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This page covers all aspects of the mandatory reporting requirements under these regulations.

At Leicester City Council, **women earn £1.00** for every £1 that men earn when comparing median hourly wages. Women's median hourly wage is **0% higher** than men's.

1. The mean pay for women is **£15.72** per hour and mean pay for men is **£15.51** per hour. Therefore the mean gender pay gap is **negative 1.4%**.
2. The median pay for women is **£14.67** per hour, and the median pay for men is **£14.67** per hour. Therefore the median gender pay gap is **0%**.

At Leicester City Council, women occupy **60%** of the highest paid jobs and **56%** of the lowest paid jobs.

## Top quartile (highest paid)



## Upper-middle quarter



## Lower-middle quarter



## Lower quartile (Lowest paid)



## Bonus pay gap

In Leicester City Council, women earn £1.79 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 78.6% higher than men's. This significant difference reflects a change in the types of payment in scope which now cover a one-off 'winter loyalty bonus' paid to eligible staff in Care Quality Commission registered settings in Leicester, Leicestershire and Rutland. Approximately 140 social care staff received this payment, the majority of whom were women.