

## **Gender pay gap report 2020**

### **Introduction**

At Chesterfield Borough Council we value diversity and inclusion and believe that it strongly contributes to the quality of our services. We are committed to being an equal opportunities employer and aim to treat all employees and job applicants fairly, regardless of their gender (including gender reassignment), age, race, sexuality, full or part-time status, marital status and disability. We believe it is important to attract and retain a workforce that reflects the customers and communities we serve.

We welcome the gender pay gap reporting requirements for a number of reasons including:

- It will help to confirm to our existing and prospective employees that we are committed to building a diverse and inclusive workplace, that provides equal opportunity to all employees irrespective of gender
- It will help us to monitor pay and career progression more closely and to ensure that all employees, irrespective of gender are supported to reach their full potential
- It is an opportunity to review our data and consider any issues we need to address and we can capture our journey over the next few years in our gender pay gap reporting and review our progress

### **What is the gender pay gap?**

The gender pay gap is concerned with differences in the average earnings of men and women over a standard time period, regardless of their role or seniority. The law requires any organisation with more than 250 employees to publish its gender pay gap information annually based on a snapshot date. For the public sector the snapshot date is 31 March.

Gender pay gap is not the same as equal pay. The law says that men and women must be paid the same for doing the same or equivalent work. We use job evaluation techniques to evaluate each role and not the post holder to ensure that all roles are fairly remunerated in comparison to other roles. It makes no reference to gender or any other personal characteristics of any existing or potential job holders. We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather it is a result of the roles in which men and women work within the organisation and the salaries these roles attract.

### **Our gender pay gap data**

At the 31 March 2020 Chesterfield Borough Council employed 988 people the gender split of our workforce is 46% female and 54% male, however this isn't an equal split across our services. The majority of Chesterfield Borough Council services are provided in-house including services which many authorities have either contracted out such as building

cleaning or moved to alternative models such as arms-length organisations for example with managing Council housing and associated repairs and maintenance (OSD). These services tend to have a large gender in-balance, for instance building cleaning employs a large number of female part time staff whereas the majority of higher paid trades staff and associated professions working in housing repairs and maintenance (OSD) are male. These services have a disproportionate impact on our gender pay gap data.

The 2020 gender pay gap data is shown below:

Gender pay gap measure	31 March 2020
Average gender pay gap as a mean average	12%
Average gender pay gap as a median average	14%
Average bonus gender pay gap as a mean average	0%
Average bonus gender pay gap as a median average	0%
Proportion of males receiving a bonus payment	24%
Proportion of females receiving a bonus payment	0%

Quartile	31 March 2020	
	Male	Female
Upper quartile	71%	29%
Upper middle quartile	56%	44%
Lower middle quartile	46%	54%
Lower quartile	45%	55%

Note on terminology:

Mean average - to get the mean figure we add up the hourly rate of our employees and then divide it by the number of employees (988).

Median average – to get the median figure we put all the 988 employee hourly rates in a row from lowest to highest and then take the middle point (494).

Quartiles – Again we put all the 988 hourly rates in a row from lowest to highest and then split the data into four equal slices of 247. The lower quartile is the 247 lowest hourly rates and the upper quartile is the 247 highest hourly rates.

### Interpreting the data

The Chesterfield Borough Council mean gender pay gap for 2020 is 12% in favour of males and the median gender pay gap is 14% also in favour of males. These figures are

significantly affected by the Council's decision to retain in-house delivery for the majority of our services. To illustrate this issue we have run a second set of figures excluding the housing and maintenance service (OSD) from the figures. This reduces the gender pay gap significantly.

Approximate average gender pay gap as a mean average = 8% (compared to 17% with OSD)

Approximate average gender pay gap as a median average = 5% (compared to 24% with OSD)

To understand the gender pay gap it is essential to understand certain key facts about the distribution of grades, genders and working patterns in each of the four quartiles.

### Upper Quartile

The upper quartile includes 137 men of whom 155 are full time and 22 are part time and 72 women of whom 32 are full time and 40 are part time. 85 of the male employees in this quartile are in trade professions. The types of roles in this quartile include:

- The Council's senior leadership team
- Heads of service/service manager roles e.g. Head of ICT, Chief Accountant, Bereavement Services Manager
- Trades e.g. plumbers, gas engineers, joiners, bricklayers
- Traditional professions – solicitors, planners, environmental health officers
- Exercise instructors

### Upper middle quartile

The upper middle quartile includes 137 men of whom 113 are fulltime and 24 are part time and 113 women of which 54 are fulltime and 59 are part time. Around 10% of this quartile are trade staff which is a significant reduction on previous years. The types of roles in this quartile include:

- Trades e.g. bricklayers, joiners, plumbers
- Contract supervisors
- Housing officers
- Enforcement officers
- Sports coaches
- Senior accounting technicians
- Democratic officers

### Lower middle quartile

The lower middle quartile includes 117 men of whom 82 are fulltime and 35 are part time and 132 women of which 53 are fulltime and 79 are part time. The types of roles in this quartile include:

- Accounting technicians
- Auditors
- Car park attendants
- Head leisure attendant

### Lower quartile

The lower middle quartile includes 105 men of whom 56 are fulltime and 49 are part time and 137 women of which 26 are fulltime and 111 are part time. The types of roles in this quartile include:

- Cleaners
- Stage crew
- Caretakers
- Customer Services Assistants
- Receptionists
- Administrative staff
- Apprentices

The quartile information appears to support the theory of occupational segregation as a factor in gender pay gaps. We currently have no female employees in trade positions which make up a third of the roles in the upper middle quartile and almost 50% of roles in the upper quartile are trade roles. Conversely roles within the lower quartile including cleaners and administrative staff are predominantly held by female employees.

Far fewer men across the organisation work in part time/ job share roles than their female equivalents. This can enable faster progression due to increased opportunity to gain experience and knowledge. Women are less likely to work part-time in the council as they progress through to a senior level.

### **Bonus Scheme**

Chesterfield Borough Council does not have a council wide bonus scheme. We do however operate a productivity based incentive scheme for our trade based employees e.g.

plumbers, electricians, roofers etc. This incentive scheme enables us to recruit and retain employees with specific trades to ensure that 100% of our council housing stock remains at the decent homes standard and that we can continue to provide an effective repairs service for our tenants. Nationally these types of role continue to be male dominated which is the key reason for the difference in the proportion of male and female employees receiving a bonus payment. We currently have no female employees in trade roles.

### **How we are addressing the pay gap**

We aim to recruit from the widest possible talent pool. We have updated our recruitment policy and procedures and trained all our recruiting managers to ensure that language in job adverts is neutral, that they understand the importance of interviewing people with gender balanced panels in order to avoid unconscious bias and can develop a recruitment experience that enables candidates to showcase their knowledge, experience and skills across their whole life experience. We aim to take this further in 2021 by implementing 'blind' recruitment methods to ensure candidates are shortlisted for roles on merit only.

We use job evaluation techniques to evaluate each role to ensure that all roles are fairly remunerated in comparison to other roles and also pay at least the Living Wage Foundations living wage level to all our employees which has a positive disproportional impact on female employees who make up a larger proportion of the workforce in services for example building cleaning that benefit from the living wage.

Once we have the right people, we want them to stay. To support this we have developed a range of flexible working opportunities including part-time, job-share, compressed hours etc. We have also updated and promoted our policies and procedures regarding maternity, paternity and adoption leave and have updated our shared parental leave policy and offering career breaks.

We devote significant time and resources to helping our employees' progress in their careers and accessing quality learning and development opportunities. This includes regular development conversations with line managers, a formal personal development review meeting every six months and service level succession planning activities. There are also opportunities to learn from women who have progressed into the highest levels of organisations, this is a key consideration for our management conferences, managers seminars and international women's day activities.

In 2020 Chesterfield Borough Council was awarded a place as a top 100 apprentice employer by government. We use apprenticeships to enhance the skills, knowledge and experience of our existing employees and to give opportunities to a diverse range of new employees – this includes working with partners to increase engagement with BAME

communities. We recognise however that offering new apprenticeship opportunities which are attractive to women may in the short negatively impact our gender pay gap as these roles attract a lower salary but this is about investing in a pipeline of talent and creating career pathways for apprentices to progress and meet their potential. We carefully consider how to support female staff and apprentices to take the next steps in their career, identify and reduce any barriers to gender equality. Over time this will reduce the gender gap and quartile distribution.

We work with schools and colleges regularly via our local democracy programmes and work experience opportunities. These help us to develop a relationship with young people in the Borough early on which in turn helps us to identify as an employer of choice within the area particularly for apprenticeship opportunities. In a typical year we will engage over a thousand children and young people in these activities.

We also take our wider role as a key place shaper seriously and consider how we can help to address the gender pay gap within the Borough. As part of our commitment to local labour clauses we work with employers and partner agencies to enable them to showcase opportunities and career pathways in schools and colleges. Across the borough large scale regeneration activity is taking place, this matched with a clear focus on the skills agenda will provide significant employment and educational opportunities which have the potential to further reduce the gender pay gap within the borough. Some highlights include:

- Supporting young women into construction mentoring scheme – we have teamed up with development partners, Robert Woodhead Ltd and Whittam Cox Architects, to create the new initiative – designed to promote more female leaders in the industry. Mentors from the companies are providing careers advice and guidance to encourage young women who may just be starting out in work – or who may be looking to retrain – to consider the range of opportunities on offer within construction
- We continue to secure local labour clauses on all eligible developments and support businesses and communities to get the maximum benefit from these opportunities
- Once local labour clauses are secured we offer a range of support to companies including advice on local recruitment, links with local training providers and information about how they can best explore local supply chain opportunities
- Launched our award winning virtual skills and careers platform, 'My Future', to overcome some of the challenges presented by Covid-19 and to provide individuals, especially 16 – 24-year olds, with continued access to careers information and employment support. Chesterfield Borough Council led on the project, working in partnership with D2N2 Careers Hub and Destination Chesterfield. Thousands of young people took the opportunity to engage with over 100 businesses and education and training providers across 10 augmented reality zones

- We encourage local businesses to engage with schools in the area to encourage children and young people to think about their future career aspirations. Recent sessions included William Davis Ltd at Newbold Academy and Kier and Huber at Parkside.
- Our work with Chesterfield College and other key partners to develop the apprentice town initiative. There are now over 3500 young people embarking on apprenticeships and giving investors in Chesterfield access to a pool of high- quality skills that will enable their businesses to grow and prosper
- Our partners Destination Chesterfield co-ordinate the successful 'Made in Chesterfield' campaign which is a celebration of the manufacturing, engineering, science and technology industries in the town. The campaign looks to inspire the next generation to the industry, with businesses, schools and training providers coming together to showcase the sector
- Derby University's Chesterfield campus offers a large range of health and social care courses where students can gain valuable work experience as well as academic qualifications utilising NHS standard mock hospital wards, interactive suite, clinical suite and high tech computer suite
- Peak resort – a £400million pound integrated leisure, health, sport and education resort will provide not only a large range of new jobs and careers but also an additional university campus specialising in leisure and hospitality
- We are working with a range of partners to develop plans for the enhanced HS2 maintenance depot at Staveley which will provide around 800 quality jobs and a range of training opportunities
- Our HS2 & You programme which launched in June 2019 has already engaged over 800 children in a range of activities to enable them to consider future careers in the rail industry. We are expanding this programme for 2021 to focus on a range of STEM (science, technology, engineering and maths) based opportunities

This is just a snapshot of the exciting activities taking place within the Borough which will provide high quality career pathways for young people within our Borough.