

## **Gender pay gap report 2017**

### **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 new 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 Chesterfield Borough Council employed 925 people the gender split of our workforce is 45% female and 55% 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.

Average gender pay gap as a mean average = 17.2%

Average gender pay gap as a median average = 15.1%

Average bonus gender pay gap as a mean average = 6.2%

Average bonus gender pay gap as a median average = 14.6%

Proportion of males receiving a bonus payment = 27.6%

Proportion of females receiving a bonus payment = 0.2%

Quartiles		
	Male	Female
Upper quartile	77.01%	22.9%
Upper middle quartile	49.4%	50.6%
Lower middle quartile	51.5%	48.5%
Lower quartile	42.7%	57.3%

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 (925).

Median average - to get the median figure we put all the 925 employee hourly rates in a row from lowest to highest and then take the middle point (462).

Quartiles - Again we put all the 925 hourly rates in a row from lowest to highest and then split the data into four equal slices of 231. The lower quartile is the 231 lowest hourly rates and the upper quartile is the 231 highest hourly rates.

### Interpreting the data

The Chesterfield Borough Council mean gender pay gap is 17.2% in favour of males which is similar to the national average of 17.3% (Office of national statistics 2016 data). The median gender pay gap at Chesterfield Borough Council is 15.1% in favour of males which

is slightly lower when compared to the national figure of 18.1%. These figures are significantly affected by the Council's decision to retain in-house delivery for the majority of services. For example if we remove the housing repairs and maintenance (OSD) from the calculations the gender pay gap reduces significantly.

Average gender pay gap as a mean average = 10.3% (compared to 17.2% with OSD)

Average gender pay gap as a median average = 3.1% (compared to 15.1% with OSD)

Our quartile information indicates that we have a significant gender imbalance in the upper quartile and upper middle quartile for the number of males and in the lower quartile for the number of females. However this is again impacted upon by the OSD. If we remove the housing repairs and maintenance (OSD) from the calculations the gender distribution between quartiles changes significantly. For example the upper quartile moves from 77% male to 62% male and the upper middle quartile moves from 51% female to 63% female. The upper middle quartile is an important one to consider as it includes many of our team leader roles. At the moment this is a fairly equal split for all CBC and without OSD is female dominated. We need to consider how to support female staff to take the next steps in their career, identify and reduce any barriers to gender equality and over time reduce the gender gap in the upper quartile.

Quartiles without OSD – figures in brackets with OSD		
	Male	Female
Upper quartile	62.1% (77.1%)	37.9% (22.9%)
Upper middle quartile	37.9% (49.3%)	62.5% (50.7%)
Lower middle quartile	44.8% (51.5%)	55.2% (48.5%)
Lower quartile	42.2% (42.7%)	57.7% (57.3%)

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.

### 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 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.

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 for example at our International Women's Day event in March 2018 we brought together a panel of female speakers to discuss their career journeys so far, how they have successfully navigated the world of work and answer questions from the audience. We also hosted a networking event to bring people together in an environment where they can discuss new ideas, challenges, offer advice and support in an informal setting.

Chesterfield Borough Council offers a wide range of apprenticeship opportunities both to enhance the skills, knowledge and experience of our existing employees and to give opportunities to a diverse range of new employees. For 2017/18 65% of our existing staff accessing upskilling apprenticeship opportunities were female and 60% of our new apprentices were female. We recognise 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 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. However we recognise that there is

more we could do particularly in attracting women into our trade apprenticeship programme so during 2018/19 we will be exploring opportunities with the Derbyshire careers service and directly with schools and colleges to increase the visibility of our apprenticeship opportunities and attract a wider pool of applicants.

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. There are many developments taking place across the Borough which will provide significant employment and educational opportunities which have the potential to further reduce the gender pay gap. Some highlights include:

- Our work with Chesterfield College and other key partners to develop the apprentice town initiative. There are now close to 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
- There is now also a university presence in the town with Derby University's Chesterfield campus offering a range of courses in health and social care
- 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
- We are working with partners to engage with local primary schools to ensure that the children growing up in our communities understand the wide variety of career pathways open to them and can take advantage of these opportunities including HS2. We need to reach these children now as they will be the 17 and 18 year olds looking for apprenticeship opportunities and career choices as HS2 really start to have an impact.

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.

### **Note on data collection**

On the 2017 snapshot date, Chesterfield Borough Council was in the middle of a complicated payroll transformation project which saw over 300 members of staff moving from weekly pay to monthly pay (including bonuses). This caused significant challenges in calculating the data and we have identified some anomalies which won't be present in future gender pay gap reports. Unfortunately this means that direct comparison between 2017 data and future years' data will not be possible.