

Gender Pay Gap Report – March 2024

Introduction

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap.

Gender Pay Gap reporting should not be confused with an Equal Pay Audit. They are linked but separate, different measures.

Equal Pay - the statutory right for men and women to be paid the same for completing work of equal value.

Gender Pay Gap - Is a review of the average earnings between men and women within an organisation.

A Gender Pay Gap may reveal a difference between the average earnings of men and women, but it does not mean that people are being paid unfairly. It may mean that there are more men in higher paid roles and women in lower paid roles across the organisation.

Pay at North Somerset Council

North Somerset Council wants a workforce which embraces and values diversity and fosters a welcoming culture of inclusion, ensuring all staff feel safe and valued. We are committed to the principle of equal pay in employment. The council believes that men and women workers should receive equal pay for like work, work rated as equivalent or work of equal value, and in order to achieve this we maintain a pay system that is transparent, based on objective criteria and is free from bias.

Every job is evaluated using the Hay Job Evaluation Scheme which determines the relative size of each job. The points awarded through job evaluation determines which is the appropriate grade for the job.

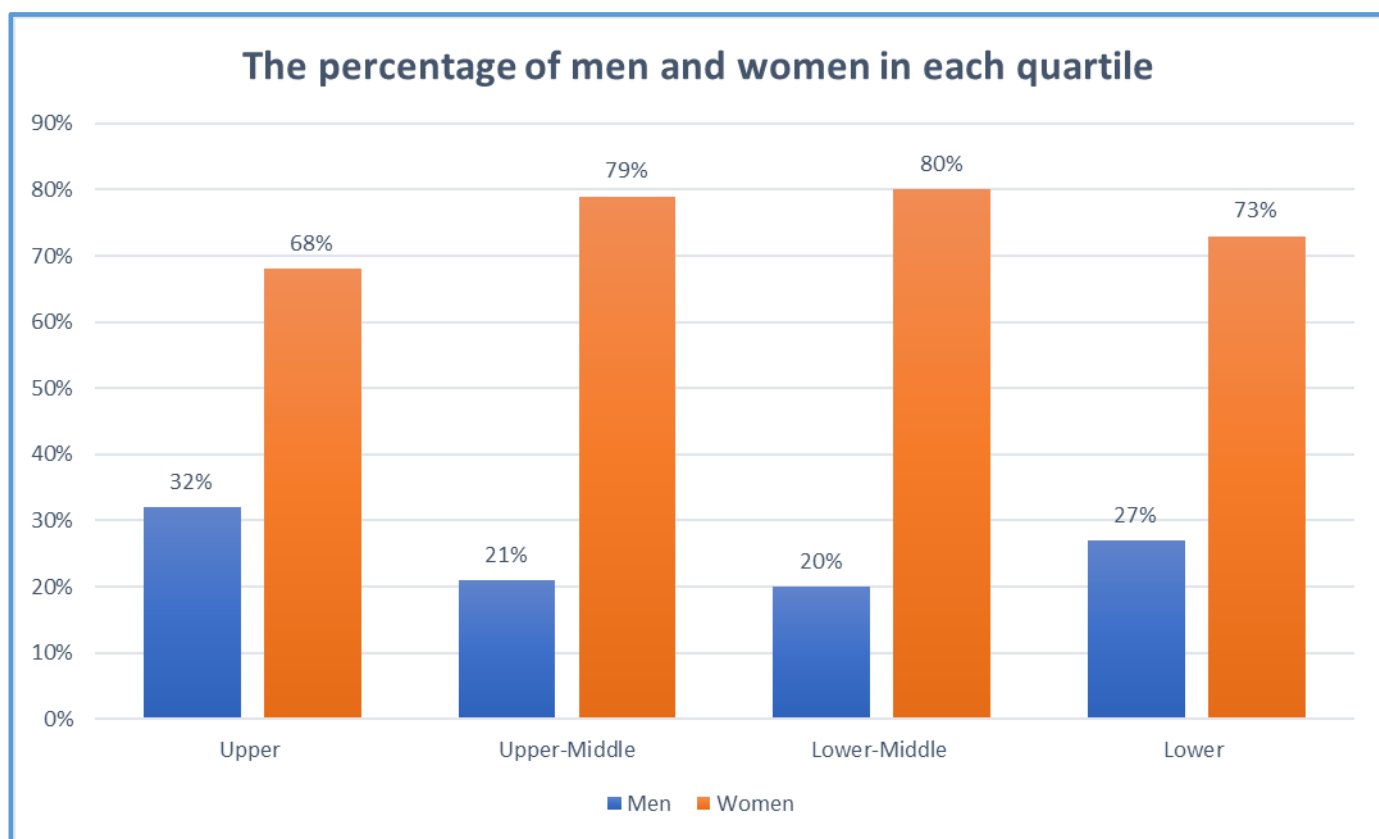
Pay progression is based on increments. Progression up to the maximum of the grade through incremental salary points takes effect from the anniversary of the start date of the employee in the post.

Gender Pay Gap Reporting

The figures included within this report have been taken from employee data on 31st March 2023.

The analysis of the gender pay reporting information indicates that there is a mean gender pay gap of 5.45% in favour of men; the mean hourly rate for men is £18.61 and for women £17.60. The median gender pay gap 2.89%; the median hourly rate is £16.60 for men and £16.12 for women

The council does not make any bonus payments to staff, so this analysis is not applicable.



Women make up 75% of the employees in NSC, the graph above reflects that for all quartiles there are more women than men. For there to be no gender pay gap the percentages across each of the quartiles would be the same as those employed by the Council, i.e. 75% women, 25% men. The biggest differential is in the upper quartile where there is a higher percentage of men (32%) than are employed generally across the workforce (25%), although it should be noted that this is a significant improvement on the 2018 Gender Pay Gap where there was a negative difference of 14% for women in this quartile.

Looking at the overall distribution of men and women across the quartiles there has been a small increase in the percentage of women who are employed in upper quartile, also a small increase in the number of men employed in a lower quartile role, both contributing to a more even distribution of men and women across our structure, and the continuing reduction in our Gender Pay Gap.

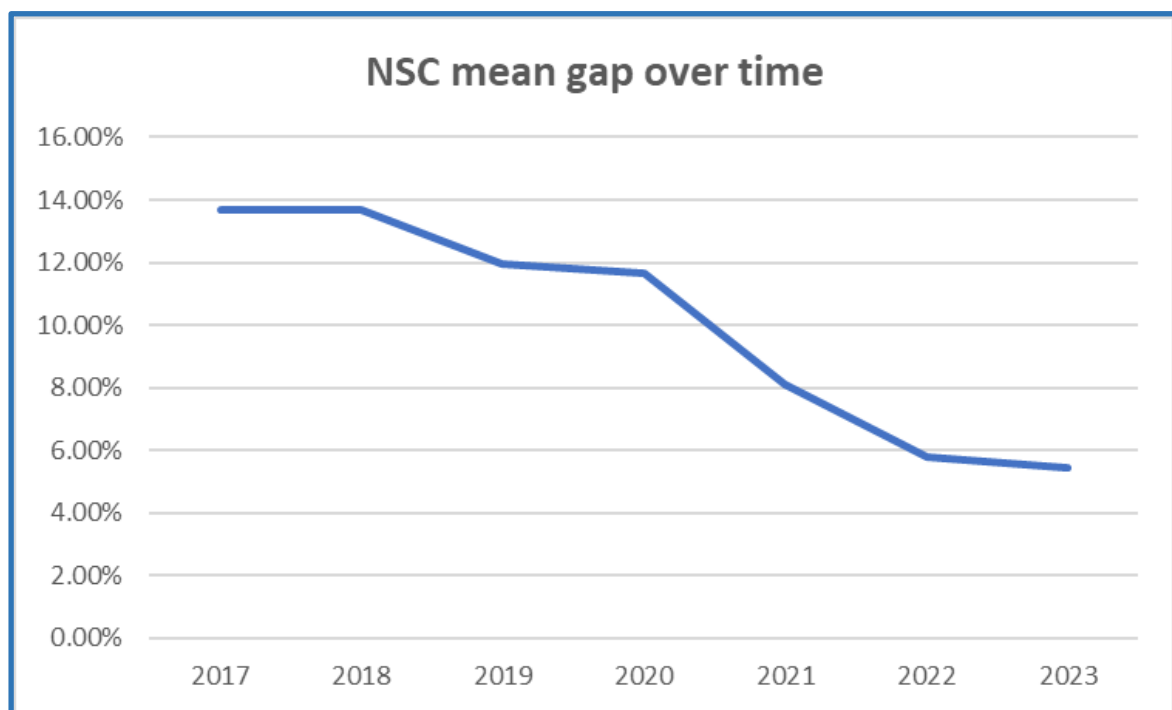
| Quartile | Men | Women | Difference in % women in each quartile compared with North Somerset Council overall workforce |
|-------------------------------|-----|-------|---|
| Upper quartile (highest paid) | 32% | 68% | -7% |
| Upper middle quartile | 21% | 79% | +4% |
| Lower middle quartile | 20% | 80% | +5% |
| Lower quartile (lowest paid) | 27% | 73% | -2% |

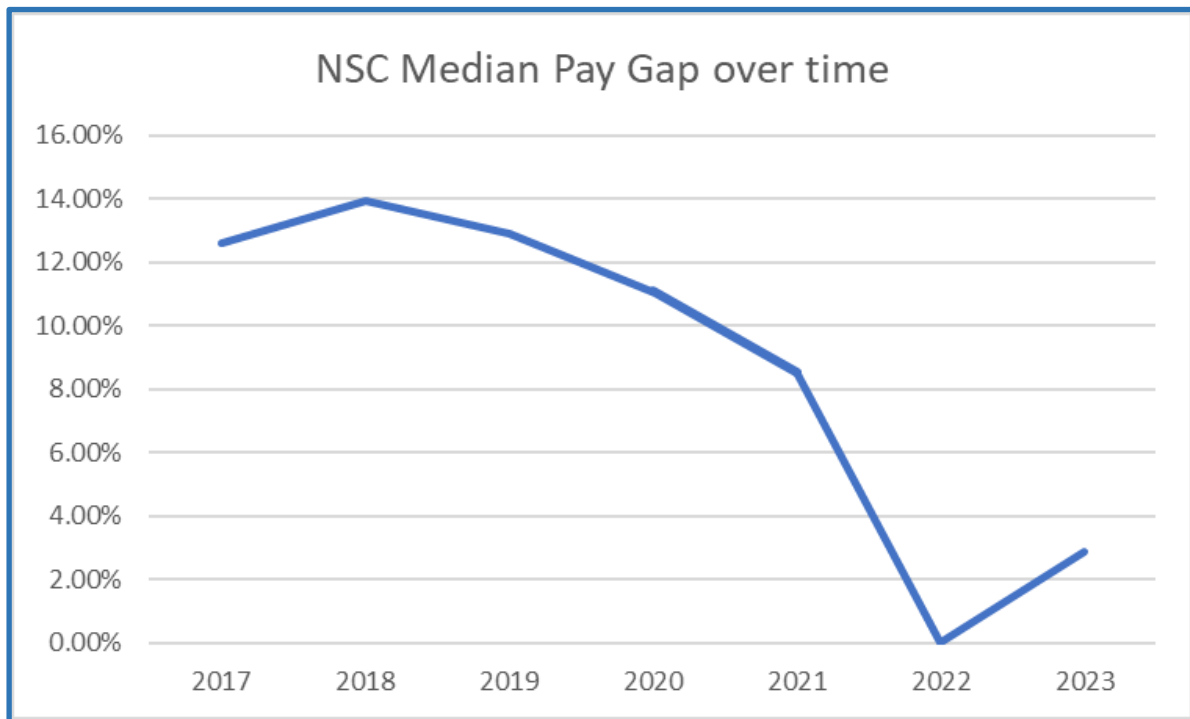
Comparison with March 2022 figure

Since the data was analysed for March 2022 there has been a small increase in the median pay gap; from 0.0% in March 2022 to 2.89% in March 2023. The mean gap has also seen a very small decrease from 5.81% in March 2022 to 5.45% in March 2023.

This is the seventh report that illustrates the gender pay gap for North Somerset Council, since the analysis of the 2017 data in 2018 there has been an overall decrease in the percentage gender pay gap in both of the median and mean measures. We note that we have seen a small increase in the median Gender Pay Gap in 2023 but as you will see from the graphs below overtime we are able to demonstrate an overall reduction.

We are committed to continue to review the reasons for any pay gap wherever it occurs and are planning a directorate analysis of the gender pay gap in 2024 to aid our understanding about our gender pay gap





Reasons for the Gender Pay Gap

The council operates a well-recognised job evaluation model and has a clear policy of paying employees equally for the same or equivalent work regardless of their gender. We are confident that the remaining gap in the mean pay gap is not as a result of paying men and women differently for the same or equivalent work, rather it is as a result of the roles in which men and women work within the council and the salaries that these roles attract.

Services such as street cleaning and refuse collection which traditionally employ more men than women have been contracted out to partner organisations, whereas children's centres and nursery workers which traditionally employ more women than men are provided directly by the council.

There are no significant differences between men and women in the annual staff survey regarding levels of satisfaction with basic pay, benefits and job security and the survey has not indicated any discrimination in the workplace as a result of gender. However, this will continue to be monitored.

Work to reduce the Gender Pay Gap

Whilst our overall direction of travel in this area is positive, we will continue to consider our work in relation to any gender pay gap. North Somerset Council is committed to ensuring fair pay, and have identified the following to build on the actions we have already taken to encourage gender equality at work over the next 12 months:

- Continue to take a fair and consistent approach to pay and grading through robust job evaluation processes
- Promotion to encourage all employees to take advantage of arrangements that enable them to fulfil their caring responsibilities, such as shared parental leave, carers and dependants leave, flexible working, home working etc.
- Continuous review and improvements to our recruitment process
- Analysis of our employee data, including starters and leavers to establish any trends

- Monitor exit interview data and identify any trends to understand common reasons for leaving
- Annual analysis of the results of our staff survey to review if there are any inequalities as a result of gender
- Use the Apprenticeship Strategy to target areas that are difficult to recruit and retain staff.

Su Turner
Head of People Services
March 2023