

## Gender Pay Gap Report for East Lindsey District Council 2019

By March 2018, public sector employers with more than 250 employees were required by law to report and publish Gender Pay Gap information using employee data from March 2017; this essentially is the average difference between men and women's aggregate hourly pay.

The Council have since published the Gender Pay Gap data from March 2018 which is presented below including available comparisons and analysis against data from March 2017, and March 2017 data from other comparative Council's.

With effect from March 2018

- The mean gender pay gap for ELDC is -2%
- The median gender pay gap for ELDC is -13%
- The mean gender bonus gap for ELDC is 0%
- The median gender bonus gap for ELDC is 0%
- The proportion of male employees in ELDC receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%

### Pay Quartiles by Gender

Band	Males	Females	Description
A	73.2%	26.8%	Includes all employees whose standard hourly rate places them in the lower quartile
B	55.6%	44.4%	Includes all employees whose standard hourly rate places them in the lower middle quartile
C	43.9%	56.1%	Includes all employees whose standard hourly rate places them in the upper middle quartile
D	56.8%	43.2%	Includes all employees whose standard hourly rate places them in the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Background

By law, men and women must receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

East Lindsey District Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It is committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The Mean and Median pay gap is a negative figure, demonstrating that pay for female employees is proportionately higher than that for males. This is predominantly owing to the following factors:

- A significant proportion of the workforce working in lower paid roles are those which are traditionally filled predominantly by men, in the refuse collection and Neighbourhoods (grounds maintenance and street cleansing) departments.
- The positions in the Councils Management Team are held by 57% male and 43% female employees
- The upper and lower middle quartiles are made of a closely equal proportion of males and females

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially higher senior roles), while women are more likely than men to be in front-line roles at the lower end of an organisation. In addition, men are more likely to be in technical and IT-related roles, which have higher salaries than other roles at similar levels. Women are also more likely than men to have time off from work that have affected their career progression, for example bringing up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part time basis are relatively low paid.

The information can be seen above in the table depicting pay quartiles by gender. This shows East Lindsey's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest paid 25% of employees (the lower quartile) and Band D covering the highest paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

**Comparison to East Lindsey Gender Pay Gap Figures March 2017**

	March 2018	March 2017
Mean gender pay gap	-2%	-1.8%
Median gender pay gap	-13%	-10%

The gender pay gap for the Council has improved since figures were first submitted in March 2017. There are several contributors to the improvement in the gender pay gap, the first is that whilst more men than women received incremental increases in their salary between 31 March 2017 and 31 March 2018 the majority of those increases were of a higher value than the increases experienced by the males. Compared to 65% of salary increases for women occurring within salary grades between £18,746 and £30,153, the majority of male incremental increases at 58% occurred in the lower salary grades between £16,302 and £18,746. In addition to this, through the NJC Job Evaluation process in 2017/18 double the amount of women received an increase in grade compared to men.

**Comparison to Other Organisations**

East Lindsey District Council's gap compares favourably with that of other organisations.

When examining the Council's figure from 2017 and 2018 and comparing to the submitted figures from comparator organisations, generally the Council's gender pay gap is better than the average figures.

	East Lindsey District Council March 2018	East Lindsey District Council March 2017	Average Comparator Figures March 2017
Mean gender pay gap	-2%	-1.8%	7.2%
Median gender pay gap	-13%	-10%	3.4%

The comparators were selected from the .gov Gender Pay gap submission page, Local authorities were selected of between 250 and 499 employees. The percentage of females who were present in the lower and upper quartiles were also favourable.

	East Lindsey District Council March 2018	East Lindsey District Council March 2017	Average Comparator Figures March 2017
Lower Quartile	26.8%	32.1%	53.4%
Lower Middle Quartile	44.4%	44.6%	60.3%
Upper Middle Quartile	56.1%	48.2%	59.9%
Top Quartile	43.2%	39.3%	46.2%

The Council have less women in the lower and lower middle quartiles than in 2017 and compared to the average comparator figures. In the case of the lower quartile the Council have just over 50% less women than the average comparator.

The percentage of women in the upper middle and upper quartiles at the Council have increased since 2017, and both figures are only 3% less than the average.

### **Addressing the Gender Pay Gap**

While East Lindsey District Council's gender pay gap compares generally favourably with that of local government comparators, it is still committed to doing everything that it can to equalise pay wherever possible. To date, the steps that the Council has taken to promote gender diversity in all areas of its workforce include the following:

- The Council has an up to date and relevant Flexible Working Policy which encompasses recent legislation around men and women being able to apply equally for flexible working patterns.
- The Council endeavours to fully support employees prior to, during and on return from maternity and other parental leave. It has robust Maternity, Paternity, Adoption and Shared Parental Leave policies in place to shape how the Council pledges to do this.

### **Next Steps**

East Lindsey District Council will continue to report the Gender Pay gap information on an annual basis. They will also publish the Gender pay gap report on the Council website in a manner that is accessible to all employees and the public, and will keep each report available online for at least 3 years. It will be uploaded onto the website designated by the Secretary of State.