

# GENDER PAY GAP REPORT Chelmsford City Council 2021



# Gender Pay Gap Report 2021

## What is gender pay gap reporting?

The gender pay gap reporting gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

Our gender pay gap results have been calculated in line with the regulations set out in The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and HMRC's Gender pay gap reporting.

Gender pay reporting is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. The Council is confident that it ensures equal pay through a robust job evaluation process and the pay arrangements set out in its pay policy.

## An overview of the Council's gender pay gap figures

Employees included in the gender pay gap reporting are split between:

- Full-relevant employees – any employee employed on the snapshot date (31<sup>st</sup> March 2021) and who received their usual full basic pay (or pay for piecework).
- Relevant employees – are all employees employed by Chelmsford City Council on the snapshot date. This term includes full-pay relevant employees and those employees who received less than full pay.

(Table A)

<b>Gender</b>	<b>Full-Pay Relevant Employee Count</b>	<b>Relevant Employees Count</b>
Female	399	625
Male	495	630
Total =	894	1255

## Mean gender pay gap

This is the average of the hourly rates and is calculated by adding up all the rates and dividing by the number there are. This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees (Table A) receive.

At Chelmsford City Council the mean differences between gross hourly earnings for men and women is 2.6% (see Table B). The actual difference in hourly rate between female and males is 38p (Table C).

## Median gender pay gap

Defined as the hourly rate that lies at the midpoint and is calculated by ordering all rates from highest to lowest and the median is the central figure. This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

At Chelmsford City Council the median differences between gross hourly earnings for men and women is -4.6% (see Table B). The actual difference in hourly rate between female and males is 57p (Table C).

Office of National Statistics (ONS) confirms that in 2021 “The gender pay gap among all employees fell from 17.4% in 2019 to 15.4% in 2021” (Gender pay gap in the UK, 2021).

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandwork/inghours/bulletins/genderpaygapintheuk/2021>

(Table B)

<b>Differences between gross hourly earnings for men and women</b>	
<b>Mean</b>	<b>Median</b>
<b>2.6%</b> The male hourly rate is 2.6% higher than the female Mean hourly rate	<b>- 4.6%</b> The female median hourly rate is 4.6% higher than the male Median hourly rate.

(Table C)

<b>Gender</b>	<b>Mean Hourly Rate</b>	<b>Median Hourly Rate</b>
Female	14.49	12.84
Male	14.87	12.27

### Mean and Median Bonus gender pay gap

These calculations show the difference between the mean/median bonus pay that male and female relevant employees (Table A) receive.

Only one employee (male) receives a bonus. Therefore:

- The mean bonus pay for women is 100% lower than men.
- The median bonus pay for women is 100% lower than men.

(Table D)

<b>Gender</b>	<b>Proportion % Receiving Bonus</b>
Female	0.0
Male	0.2

### Proportion of men and women in each quartile of the pay structure

The table below shows the proportion of males and females in the quartile pay bands. This calculation requires an employer to show the proportion of male and female full pay relevant employees (Table A) in four quartile pay bands, which is done by dividing the workforce into four equal parts. Therefore, the Council's salary scales are not used when making this calculation.

(Table E)

<b>Quartile</b>	<b>No. of Employees</b>	<b>No. of Females</b>	<b>No. of Males</b>	<b>% Female</b>	<b>% Male</b>
Lower Quartile	224	99	125	44.2	55.8
Lower Middle Quartile	223	88	135	39.5	60.5
Upper Middle Quartile	224	111	113	49.6	50.4
Upper Quartile	223	101	122	45.3	54.7
Total =	894	399	495		

Table E includes all Chelmsford City Council full-relevant employees regardless of their occupancy group.

## Summary Analysis

The below table shows a comparison of years to 2 decimal places.

Reporting Year	Mean Hourly Rate Difference	Median Hourly Rate Difference	Females	Females	Males	Males
			Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
March 2017	2.50%	-5.14%	£12.76	£11.45	£13.09	£10.89
March 2018	1.00%	4.80%	£12.92	£11.36	£13.05	£10.84
March 2019	1.00%	-3.78%	£13.41	£11.66	£13.55	£11.23
March 2020	0.90%	-5.57%	£13.75	£12.03	£13.87	£11.40
March 2021	2.60%	-4.65%	£14.49	£12.84	£14.87	£12.27

### Actions to be undertaken or continued

**COVID:** The overall pay gap increase was due to the impact of furlough; in 2020/2021, a lot of our casual workers were furloughed and on reduce pay.

### The Council will continue:

- To use open advertising so that roles are accessible to all.
- To offer flexible working options and enable employees to work remotely as per the Council's Working Flexibly policy.
- To use a robust job evaluation scheme to determine pay for all roles.

### Actions to be undertaken:

- To monitor the delivery of the actions resulting from the Inclusion survey to further enable diversity and inclusion.
- Commitment to sign up to the Essex Employers Family-Friendly Charter. This charter sets out how employers can help parents and carers manage their work and caring commitments.