

Gender Pay Reporting 2019/20

Gender Pay Gap Reporting for Sandwell Council

Mean

6.4%

The average difference in gross hourly earnings between men and women, expressed as a percentage of male earnings.

Median

14.4%

The mid-point difference in gross hourly earnings for all men and women, expressed as a percentage of male earnings.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	36.7%	34.2%	47.6%	50.4%
Female	63.3%	65.8%	52.4%	49.6%

Sandwell Council does not pay bonuses, therefore there is no data to report for bonus payments.

Under new legislation that came into force in April 2017, all employers with more than 250 employees are required to publish annually their gender pay gap. The Equalities Act 2010 (Gender Pay Gap Information) Regulation 2017, aims to tackle the gender pay gap that exists in organisations and provide transparency around gender pay gap reporting.

Sandwell Council's 'mean' Gender Pay Gap figure for 2020 has narrowed from 7.1% to 6.4% over the last 12 months. It should be noted that the first 'mean' Gender Pay Gap figure, published in 2018, was 8.4%.

In addition, it should be noted that the 'median' Gender Pay Gap figure has widened in the last year from 12.6% to 14.4%. This is as a result of Sandwell Council no longer being required to include within its Gender Pay Gap reporting those employees who moved to Sandwell Children's Trust on 1 April 2018. The majority of these employees (circa 500) were female and were employed on a minimum salary of £29,636.

The data published has been calculated in line with the reporting legislation. This includes calculating an hourly rate for all full pay relevant employees as at 31 March 2019.

Although the 'mean' gender pay gap figure has reduced, the causes of any gender pay gap remain complex and overlapping and there is not one single over-riding reason why a gender pay gap exists. For the purposes of this narrative however, the following points evidence some of the good work which has already been done to reduce the Gender Pay Gap:

1. Sandwell Council can demonstrate that it pays men and women the same salary for work of equal value through the implementation of the Single Status agreement in 2010 and uses the nationally negotiated pay spine as the basis for its local grading structure.
2. The National Joint Council for Local Government Services (NJC) have considered it necessary to continue with higher pay increases for those employees on the lower pay points to ensure that the lowest pay rate exceeded that of the National Living Wage (NLW). Reporting has identified that around 70% of those employees receiving the higher percentage pay increase were female.
3. Sandwell Council has committed to supporting employees at the lower end of the pay scale, by following the minimum hourly rate set independently of government by academics at Loughborough University, promoted by the Living Wage Foundation and called the 'Living Wage.' Cabinet agreed for the Council to start paying the 'Living Wage', as a minimum, to all employees from 1 April 2018. Reporting has identified that around 75% of those employees receiving a 'Living Wage' supplement were female.
4. There has been an improvement over the last 2 years in the number of female employees employed in more senior roles.

Sandwell Council acknowledges that more work can be done to address its gender pay gap, and with this in mind, the Council is looking at ways in which we as an organisation can help to further reduce the gender pay gap.



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