

# Gender Pay Reporting 2020/21

## Gender Pay Gap Reporting for Sandwell Council

### Mean

**5.1%**

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

### Median

**12.1%**

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	37.0%	34.5%	47.8%	47.9%
Female	63.0%	65.5%	52.2%	52.1%

**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 2021 has narrowed from 6.4% to 5.1% 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 also narrowed in the last year from 14.4% to 12.1%.

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 2020.

Although the gender pay gap figures 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) considered it necessary to implement a revised pay spine from 1 April 2019. This pay spine recognised the need to have some headroom from the statutory minimum National Living Wage (NLW) rate and therefore offered some future proofing in this regard. As a result of this a starting rate of £9.00 per hour was incorporated from 1 April 2019. Reporting has identified that around 80% of those employees receiving the new starting rate were female.
3. The new NJC pay spine also introduced equal steps of 2% between spinal points 1 to 22. This consistent and fair approach applies to all employees on Bands A to E inclusive. Reporting has identified that around 65% of those employees in these pay bands are female.
4. Sandwell Council has always held a long-standing view and commitment to support employees at the lower end of the pay scale, by following the minimum hourly rate set independently of government by academics at Loughborough University and promoted by the Living Wage Foundation. This is called the Living Wage. Because of this commitment, Cabinet agreed for the Council to start paying the Living Wage, as a minimum, to all its internal employees from 1 April 2018. The majority of employees who receive a Living Wage supplement are female.
5. 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.



**Interim Director - Human Resources**  
Sue Stanhope