

Gender Pay Reporting 2018/19

Gender Pay Gap reporting for Sandwell Council

Mean

7.1%

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

Median

12.6%

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	34.3%	31.5%	46.5%	47.2%
Female	65.7%	68.5%	53.5%	52.8%

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 first Gender Pay Gap figures, published at this time last year, was a 'mean' figure of 8.4% and a 'median' figure of 12.6%. It was agreed that the Council would use these figures as an initial baseline to enable the monitoring of progress.

This year, Sandwell Council's 'mean' Gender Pay Gap figure has narrowed to 7.1%, the 'median' gender pay gap is unchanged at 12.6%. 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 2018.

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 are worthy of note:

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.

Recent pay increases have been targeted to those employees on the lower pay points in order to continue to close the gap with the National Living Wage (NLW). 72% of those employees receiving the higher percentage pay increase were female.

There has been a significant improvement over the last 12 months 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.



Executive Director of Resources
Darren Carter