

# Gender Pay Reporting 2023/24

## Gender Pay Gap Reporting for Sandwell Council

### Mean

**2.5%**

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

### Median

**6.8%**

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	38.8%	33.7%	46.8%	44.9%
Female	61.2%	66.3%	53.2%	55.1%

**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 2023 has increased from 0.6% to 2.5% 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 increased in the last year from 3.3% to 6.8%. 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 2023.

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. 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, and this has been applied consistently ever since. Reporting has identified that 74% of employees who receive a Living Wage supplement are female.
3. Each April, and in accordance with their terms and conditions of employment, employees receive a pay increment until they reach the top of their respective grade. Analysis has identified that 39% of male and 61% of female employees are not currently at the top of their grades. Therefore, incremental progression is still available for more female employees than male employees. Over time, female employees pay will further reflect the male position which in turn will close the gender pay gap.
4. There has been an improvement over the last 5 years in the number of female employees employed in more senior roles.

These figures will be included in the Equality, Diversity and Inclusion (EDI) Workforce action plan, which is designed to address the disparity identified in this narrative.

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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