

Ipswich Borough Council – Gender Pay Gap Report

ABOUT THE REPORT

Gender Pay Gap legislation introduced in April 2017 requires the Council to publish an annual gender pay gap report.

The gender pay gap shows the difference between the average hourly pay for men and women in our organisation based on the snapshot date of 1st April 2017. This is different from equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff that were paid on the snapshot date using ordinary pay. Ordinary pay includes salary, hourly pay (i.e. casual employees), market supplements, honorarium payments, acting up allowance, contractual overtime and formal standby payments. Excluded are payments for voluntary overtime, call out fees, informal standby payments, allowances in relation to first aid and statutory officer payments.

Our gender pay gap report is split into four sections:-

- What is our gender pay gap?
- What is our quartile pay?
- What is causing our gender pay gap?
- What are we doing about our gender pay gap?

WHAT IS OUR GENDER PAY GAP?

The gender pay gap is the difference between the average hourly pay received by men and women across the Council as at 1st April 2017. We are reporting two measures of our gender pay gap, the mean and median gender pay gap. Please note that as the Council does not pay bonuses there are no figures to report.

MEAN - The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage difference.

The Mean gender pay gap is 5.96%.

This means that on a mean average men are paid 5.96% more than women

MEDIAN - The median involves listing all the employee's hourly rates in numerical order. The median is the middle number. We calculate the median for both men's and women's hourly pay and report the percentage difference. The median gender pay gap removes any influence of very high and very low pay.

The Median gender pay gap is 0% -

This means that on a median average men and women are paid the same

HOW DOES THIS COMPARE TO OTHER NEARBY COUNCILS?

At the time of drafting not all District and Borough Councils in Suffolk have reported their Gender Pay Gap. However, the table below shows the results for those that have:

Councils in Suffolk	Mean	Median
Ipswich Borough Council	5.96%	0%
Forest Heath	9.1%	11.5%
St Edmundsbury Borough Council	1.9%	7.7%
Suffolk Coastal District & Waveney District Council	13.2%	18.5%

This means that Ipswich Borough Council's overall Gender Pay Gap is better than the other Suffolk Districts and Boroughs which have reported at the time of writing of this report. While St Edmundsbury Borough Council has a lower mean gap, they have not published a report to accompany the data and so we cannot identify from publically available data why this might be to compare it with Ipswich's position.

WHAT IS OUR QUARTILE PAY?

The quartile data below shows the Council's workforce divided into four equal sized groups based on calculated hourly pay rates, each quartile made up of 25% of the workforce. The lowest paid 25% of employees are the lower quartile and the highest paid 25% are the upper quartile. Our pay quartiles by gender are:-

	Male	Female
Q1	41%	59%
Q2	46%	54%
Q3	46%	54%
Q4	53%	47%
IBC	47%	53%

This shows that on 1st April 2017 just over half the workforce was female and just under half was male. Our highest ratio of women to men is in the lowest pay quartile and our lowest ratio is in the top quartile. This means that the Council's higher paid employees are more likely to be male than female.

WHAT IS CAUSING OUR GENDER PAY GAP?

The Council is committed to the principle of equal opportunities and equal treatment for all employees. Legislation requires that men and women must receive equal pay for the same or broadly similar work, work rated as equivalent under a job evaluation scheme, or work of equal value. In line with this we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, or any other characteristic, through a job evaluation scheme which is used to evaluate job roles and pay grades as necessary to ensure a fair pay structure. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Rather it is having more men than women in more senior roles that generates our gender pay gap. For example the top quartile of pay includes 30 jobs making up the Senior Managers Group (Operations Managers, Heads of Service, Chief Operating Officer and Chief Executive). On 1st April 2017, nine of these posts were occupied by female employees.

Analysis of our data shows that this pay gap does not arise from males and females doing the same job/at the same level of management being paid differently. As an employer we support men and women to develop to the best of their potential and are confident that we pay them equally for carrying out the same roles. We are also committed to ensuring our policies and opportunities are fair and equitable for all.

WHAT ARE WE DOING ABOUT OUR GENDER PAY GAP?

We already carry out a number of actions to promote gender equality, including:-

- Monitoring of the workforce in relation to a number of issues including pay and recruitment and selection.
- Gender monitoring of the workforce and men and women applying for jobs.
- Analysing salary grades by gender across the Council.
- Compiling workforce equalities data including local performance indicators
- Developing a People Strategy that sets out our vision for the workplace

Moving forward we will also be undertaking the following further actions to address our gender pay gap:-

- Reviewing how we recruit to more senior roles to ensure we are not unconsciously making it easier for men to be appointed than women
- Reviewing our employee development programmes to ensure that they meet the needs of different sections of our workforce and enable all employees to fulfil their potential
- Continually reviewing and improving of the recruitment process in order to attract a wider range of applicants for posts.