

Gender Pay Gap Report at March 2018

Wirral Council is required by law (The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) to publish an annual gender pay gap report.

What is a gender pay gap?

The gender pay gap shows the average difference between the earnings of women and men. It has a number of contributory factors, most of which are more about the kinds of industries and jobs open to women than about the ways in which men and women are paid.

Just because there is a gender pay gap does not make it unlawful. Having a gender pay gap does not mean the Council is discriminating against women.

A gender pay gap is not solely the result of pay practices. It is about much broader influences. Gender pay gaps are the outcome of economic, cultural, societal and educational factors.

Gender pay is not about equal pay. Unequal pay means that individual women and men are not getting equal pay for doing equal work.

Reporting Requirements

This report is in relation to a snapshot of the workforce in scope as at 31st March 2018 in line with the legislative reporting requirements. The scope of the Council's report includes all employees (excluding schools) who are in receipt of base pay and allowances at this date.

The Council must report on and publish the mean and median pay gaps and pay quartiles.

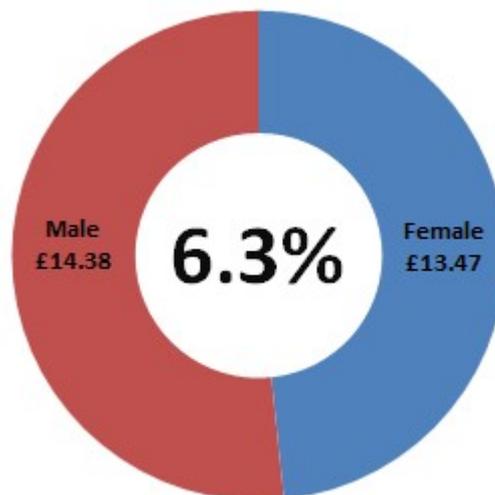
The Council's workforce is predominantly female:



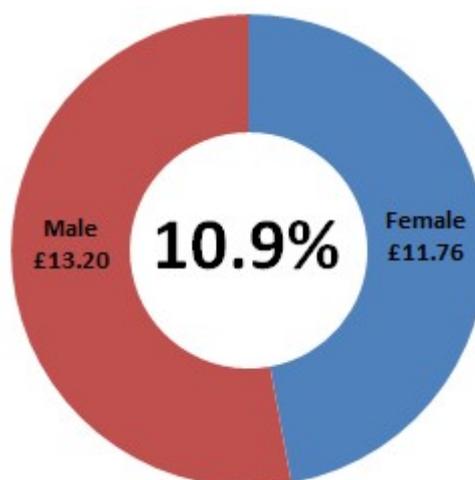
The Gender Pay Gap for Wirral Council is:

| Gender Gap | %age | Male Rate | Female Rate | Council Rate |
|-----------------------------|-------|-----------|-------------|--------------|
| The mean gender pay gap | 6.3% | £14.38 | £13.47 | £13.80 |
| The median gender pay gap | 10.9% | £13.20 | £11.76 | £12.12 |
| The mean gender bonus gap | 0 | N/A | N/A | N/A |
| The median gender bonus gap | 0 | N/A | N/A | N/A |

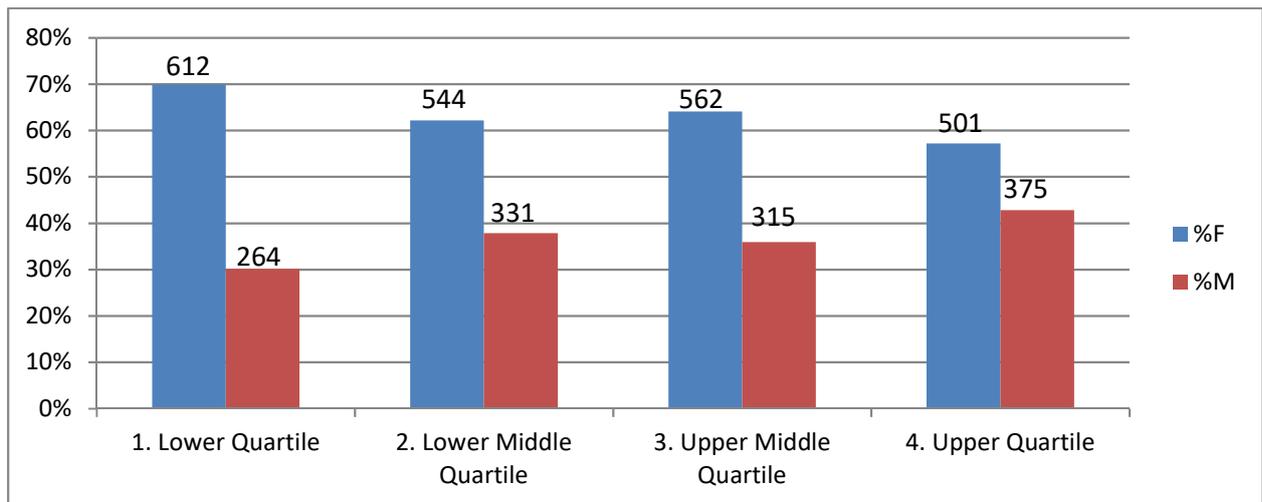
The **mean** gender pay gap is the average gap across all staff in scope. On average men earn 6.3% more than women.



The **median** gender pay gap is the middle rate of all hourly rates in scope. The mid-rate for men is 10.9% higher than that of women.



The Pay Quartiles by gender are:



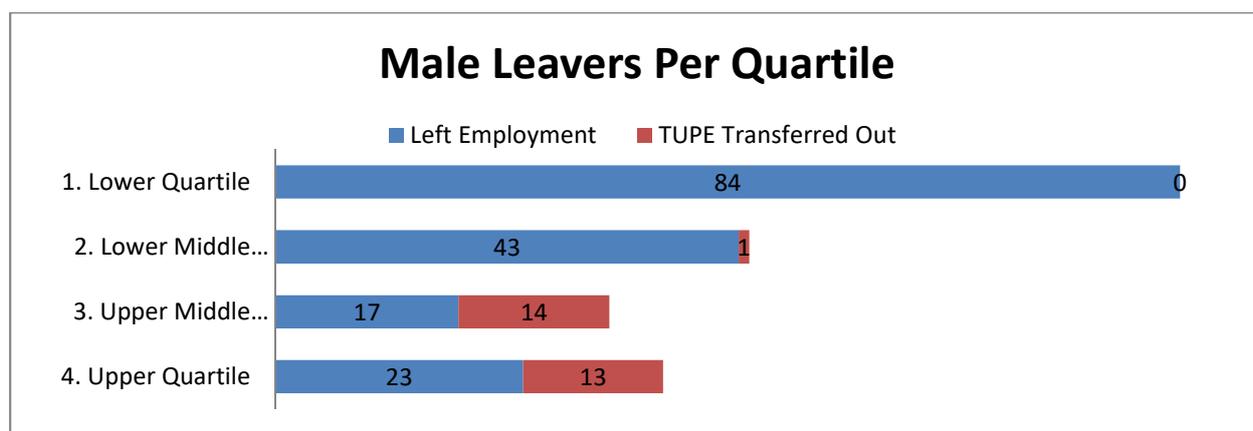
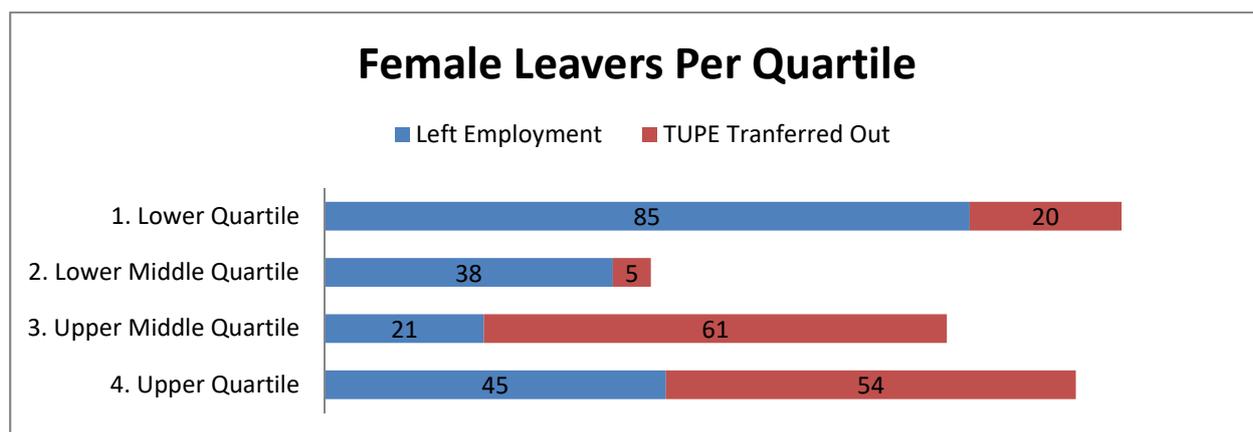
Quartiles are defined by dividing the workforce into 4 equal sized groups, then split by gender.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Comparison with Wirral Council's 2017 gender pay gap

The mean gender pay gap (GPG) of 2017 has risen from 5.85% to 6.35% in 2018, whilst the median GPG has risen from 4.78% to 10.9%.

This increase is fundamentally due to the change in workplace profile, with a significant number of female employees in the two upper quartiles leaving the organisation. This was a result of service reorganisation and employees transferring to partnership organisations. The following bar charts demonstrate the impact of TUPE on the workforce, particularly women in the two upper quartiles.



Turnover

When accounting for new starters, the overall impact is that there is a greater reduction of women in the upper quartiles and a greater reduction of men than women in the lower quartiles.

| | Leavers | Starters | Reduction | Leavers | Starters | Reduction | % Reduction |
|------------------------------|---------------|------------|-------------|-------------|-----------|-------------|---------------|
| Quartile | Female | | | Male | | | Female |
| Lower Quartile | 105 | 38 | -67 | 84 | 28 | -56 | 54.47% |
| Lower Middle Quartile | 43 | 29 | -14 | 44 | 21 | -23 | 37.84% |
| Upper Middle Quartile | 82 | 50 | -32 | 31 | 15 | -16 | 66.67% |
| Upper Quartile | 99 | 36 | -63 | 36 | 18 | -18 | 77.78% |
| Grand Total | 329 | 153 | -176 | 195 | 82 | -113 | 60.90% |

What are the other contributing factors to Wirral Council's gender pay gap?

Workforce Gender Profile

Wirral Council has a predominantly female workforce, with 63% employees female and 37% male.

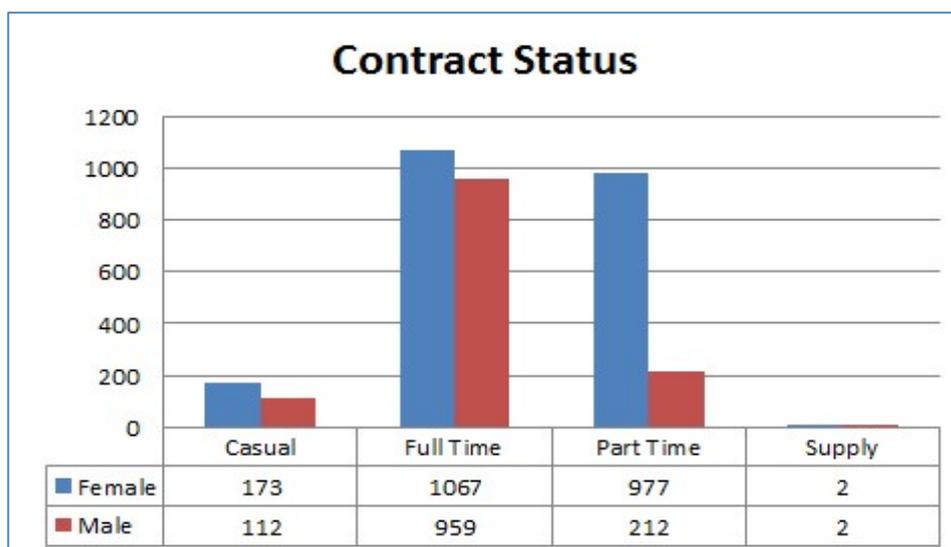
Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). In Wirral, the top quartile roles are occupied by more women than men, however the pay gap is due to the significantly higher numbers of women than men particularly in the lower quartile.

Employment Contracts and Flexible Working

Wirral has a variety of flexible work options, e.g. full-time, part-time, term-time, seasonal, providing a number of working arrangements for individuals to choose from that fit into their work-life balance.

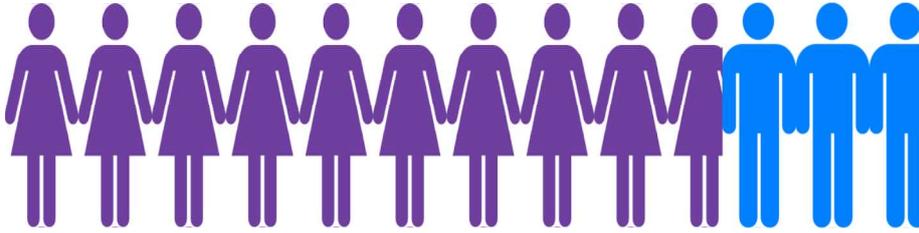
It is acknowledged that females are traditionally viewed as the primary carers meaning that whilst these opportunities are available to everyone employed, these employment options still tend to attract and retain more women than men.

Since Wirral has a number of roles falling into the lower quartile with minimal work hours to accommodate work-life balance arrangements, this influences the higher proportion of women in lower quartile job roles.



Wirral also has a significantly higher number of women working term time or reduced working weeks compared with men. Based on the definition of the calculation of the rate of pay, this reduces the hourly rate and therefore has an impact on the pay gap.

Reduced Working Weeks per Year



11.85% of Females work a reduced number of weeks per year
Compared to 3.5% of Males Employees

Premium Payments

Premium payments include enhanced rates for unsocial hours and weekend working. These are generally paid to lower paid employees thus enhancing their rate. In Wirral, the premium payments are paid to 8.7% of women and 11.75% of men, thus contributing to the pay gap.

How does Wirral Council's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap and we are pleased to be able to say that Wirral's gap compares favourably to the national average and other public sector organisations.

| | | *ONS **ASHE whole sector | |
|-----------------------|--------------------------------|---------------------------------|-------------|
| | Wirral Council 2018 | 2018 | 2017 |
| Median gender pay gap | 10.9% | 17.9% | 18.4% |

**Office for National Statistics*

***Annual Survey of Hours and Earnings*

Contributing factors that lessen Wirral's gap compared to the national picture are:

Wirral's adoption of the Foundation Living Wage which results in the lower quartile rates being comparatively higher than national rates.

Access to a Career Break scheme enables women to take time away from work after having children and return to work at an equivalent position and level of pay, meaning women returning to the workplace aren't disadvantaged financially or with their career opportunities. This is not broadly used in the private sector and will contribute towards narrowing the pay gap.

Based on the figures published last year, Wirral compared favourably to other Merseyside Authorities, however it should be noted that the profile of the workforce and types of services delivered by individual authorities will greatly impact on the data and resulting pay gap. e.g. refuse collection, construction workers which are roles predominantly occupied by men.

Summary

Wirral's gender pay gap in 2018 widened compared with 2017. However this is not the result of a change to pay policy or grading inequality, it is the result of a change to the profile of the workforce due to organisational change and different ways of providing services.

As organisational change continues, we will continue to monitor the impact on our gender pay gap.