

Gender Pay Gap Report at March 2019

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.

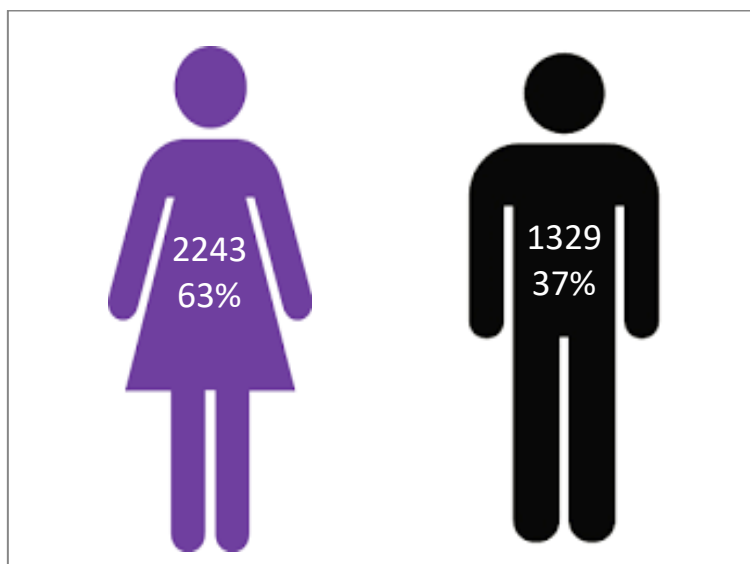
Gender pay is not about equal pay. Unequal pay means that individual women and men are not getting equal pay for doing equal work.

Reporting Requirements

This report is in relation to a snapshot of the workforce in scope as at 31st March 2019 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:

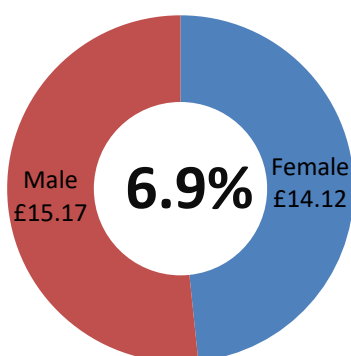


The Gender Pay Gap for Wirral Council is:

Gender Gap	%age	Male Rate	Female Rate	Council Rate
The mean gender pay gap	6.9%	£15.17	£14.12	£14.51
The median gender pay gap	10.9%	£13.6	£12.12	£12.63
The mean gender bonus gap	0	N/A	N/A	N/A
The median gender bonus gap	0	N/A	N/A	N/A

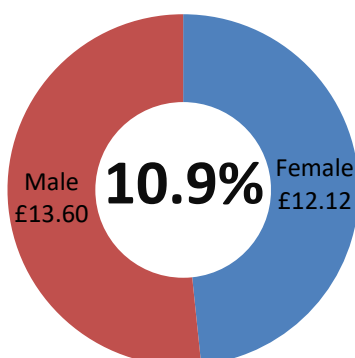
The **mean** gender pay gap is the average gap across all staff in scope.
On average men earn 6.9% more than women.

Mean

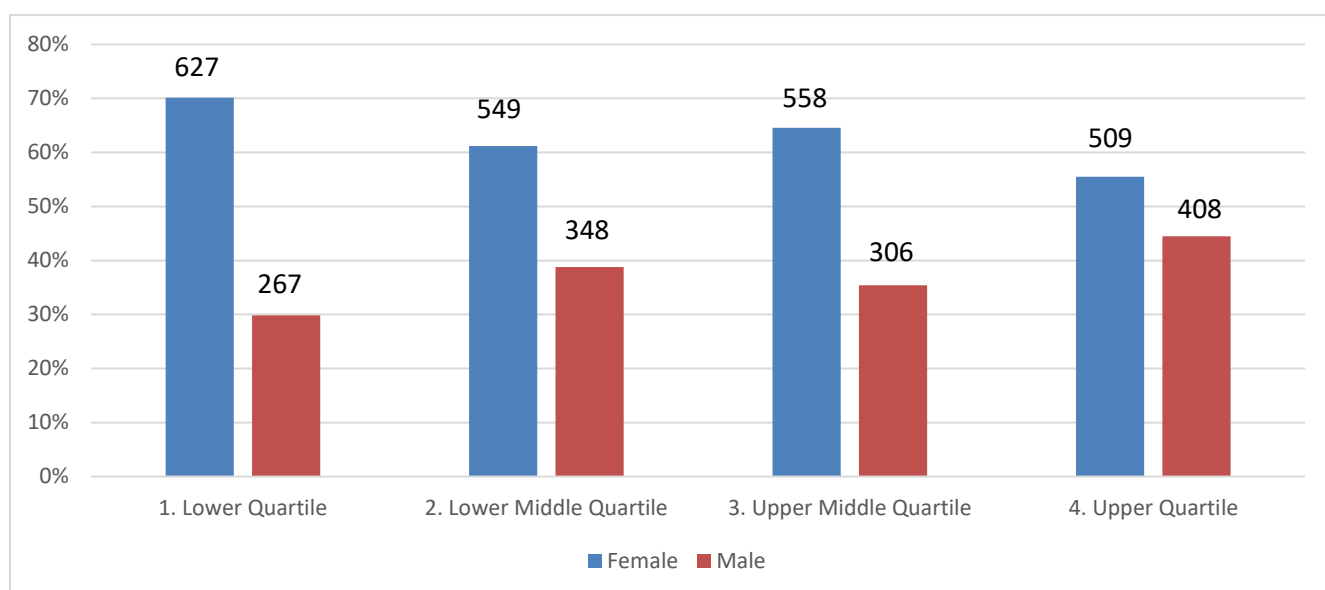


The **median** gender pay gap is the middle rate of all hourly rates in scope.
The mid-rate for men is 10.9% higher than that of women.

Median



The 2019 pay quartiles by gender



Comparison with Wirral Council's 2018 gender pay gap

The mean gender pay gap (GPG) of 2018 has risen from 6.35% to 6.9% in 2019, whilst the median GPG has remained at 10.9%.

As in the previous year, there was a significant number of female employees in the upper quartile who left the Council to join partnership organisations as a result of TUPE (97 females compared to 28 males) which has been the main contributing factor.

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

Workforce Gender Profile

The gender profile of Wirral Council employees in March 2019 was unchanged from 2018 with a predominantly female workforce, 63% 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 there are higher numbers of women than men particularly in the lower quartile.

The gender profile of senior managers paid in March 19 was 56% female and 44% male.

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.

Gender	Part Time	Full Time
Female	32.5%	30.5%
Male	9.5%	27.5%
Total	42%	58%

Wirral also has a significantly higher number of women working term time or reduced working weeks compared with men. In March 2019 10.03% of females worked a reduced number of weeks per year compared to just 3.39% of male employees. 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.

Premium Payments

Premium payments include enhanced rates for unsocial hours and weekend working. These are contractual and are generally paid to lower paid employees thus enhancing their rate. In Wirral in March 19, 245 women received premium payments (11% of women paid) and 236 men (18% of men paid).

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

The vast majority of organisations have a gender pay gap, Wirral's gap continues to compare favourably to the national average and other public sector organisations.

		*ONS **ASHE whole sector	
	Wirral Council 2019	2018	2017
Median gender pay gap	10.9%	17.3%	17.9%

**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 continued to compare favourably to neighbouring Authorities, however it should be noted that the profile of the workforce and types of services delivered by each Authority will greatly impact on the data and resulting pay gap. e.g. refuse collection, construction workers which are roles predominantly occupied by men and care sector roles which tend to be predominantly occupied by women.

Summary

Wirral's 2019 median gender pay gap remained at 10.9%, the same as 2018. The mean gender pay gap in 2019 widened compared with 2018.

The gender profile was unchanged and there was no significant shift in the gender quartile profiles except in the upper quartile where there was an increase in the percentage of males from 42.8% in 2018 to 44.5% in 2019.

However, this is not the result of a change to pay policy or grading inequality, it is the result of organisational change as the Council continues to explore and implement different ways of providing services.

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

We will also review strategies and policies in relation to recruitment, talent management, health and wellbeing and flexible working, all of which contribute towards addressing the gender pay gap.