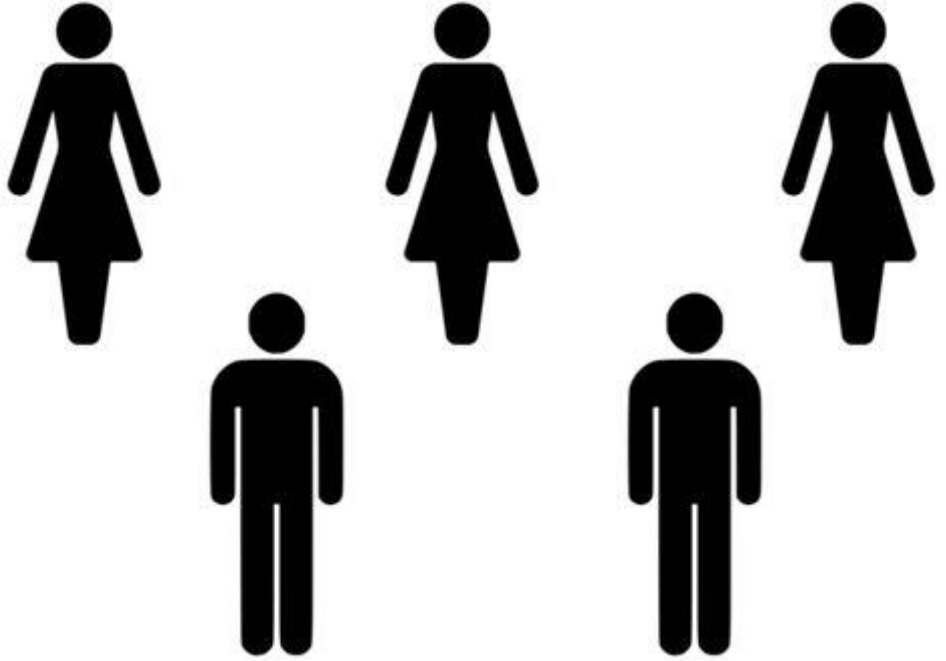


Gender Pay Gap 2018

Snapshot Date:
31 March 2018



Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 requires employers with 250 or more employees to publicly disclose information regarding how large the pay gap is between their male and female employees. The intention of the mandatory Gender Pay Gap Reporting regulations is to demonstrate that as a public sector organisation we are ensuring compliance with the Public Sector Equality Duty and are transparent in our disclosure of such information in accordance with the required need to publish such information about gender pay gaps yearly on 31st March.

Dudley Council is committed to the promotion of equality of opportunity and choice for all of its employees and ensures that it has a diverse and inclusive workforce that reflects the community it serves.

The following information is based on a snapshot of pay on 31 March 2018 (including casual workers but excluding agency workers) where at that time the workforce profile comprised of 65% female and 35% male and was made up of 57% full time and 43% part time employees. The information excludes anyone being paid at a reduced rate in the March 2018 pay period i.e. anyone on maternity leave.

The analysis is based on the overall pay difference between Dudley's male and female workforce and is provided in accordance with the six mandatory calculations that are required to be reported on to meet the Regulations. These are:

Mean gender pay gap – the difference in the mean hourly pay of male and female employees expressed as a proportion of the male figure

Median gender pay gap – the difference in the median hourly pay between male and female employees, expressed as a proportion of the male figure

Mean Bonus gender pay gap – the difference in the mean bonus pay between male and female employees, expressed as a proportion of the male figure

Median Bonus gender pay gap – the difference in the median bonus pay between male and female employees, expressed as a proportion of the male figure

Hourly pay quartiles – the number of male and female employees in each quartile of the overall pay range

Bonus pay proportion – the proportion of male and female employees who received a bonus in the year.

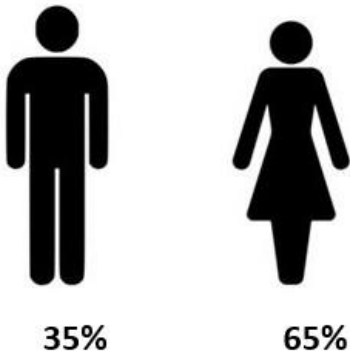
The overall gender pay gap is defined as the difference between the mean (average) or median (actual mid point between highest and lowest) of basic annual earnings of men and women and is expressed as a percentage of the mean or median basic annual earnings of men. For purposes of clarification, the specific elements of pay are included i.e. basic pay, allowances, paid leave and shift pay – excluding overtime, and an average hourly pay rate is calculated for every employee based on these payments and working hours. Dudley Council does not operate a bonus scheme and therefore bonus calculations are not necessary.

For purposes of definition, the gender pay gap differs from equal pay. Equal pay relates to pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap is a measure of any disparity in pay between the average earnings of male and female employees.

As a local authority, and unlike most employers who operate and will be analysing their pay in a single sector, Dudley's pay structure covers a multitude of diverse service areas ranging from senior managerial positions through to construction, recreation, catering, cleaning and caring services. Grades vary according to the level of responsibility and each grade is made up of a number of increments which employees progress through annually until reaching the top of their grade.

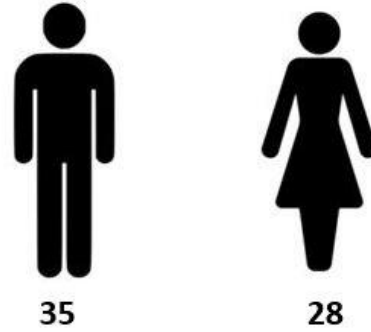
It should be recognised that the makeup of the workforce at Dudley being mainly female will affect the gender pay gap calculations, as will the distribution of the workforce. It should also be recognised that Dudley Council continue to maintain its services in-house compared to other local authorities who have outsourced services and, again, this may have an impact on the calculations in terms of distortion of numbers.

Total Workforce Demographic



The above figures exclude Schools employees

Average Weekly Hours Worked



Women work 7 hours less than men per week

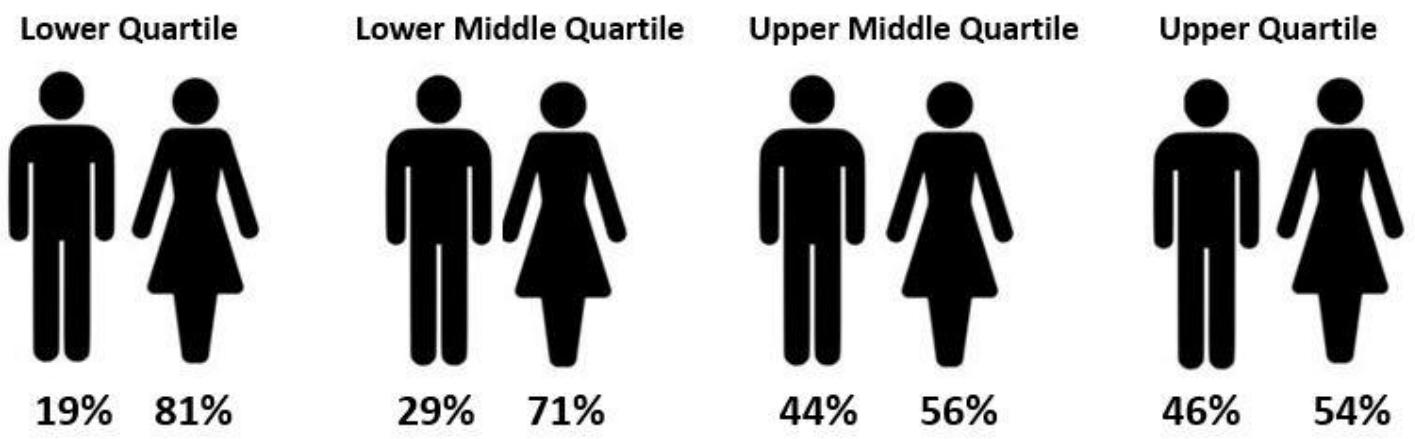
Mean Gender Pay Gap in hourly pay



Median Gender Pay Gap in hourly pay



Hourly Pay Quartiles



Bonus Pay

Dudley Council does not operate any bonus schemes and therefore has no bonus gender pay gap.



Result Summary:

Dudley MBC's pay structure follows a standard public sector approach to pay and grading and covers grades from Domestic/Cleaner job roles to senior managerial levels. Grades vary according to the level of responsibility and each grade is evaluated through a job evaluation process in accordance with the National Job Evaluation scheme. With the exception of senior managers on spot salaries, employees progress through the pay range for their grade annually until reaching the top, irrespective of their gender.

The overall gender pay gap is a high level indicator of male and female hourly rates. The makeup of the workforce of the council (which is 65% female) can affect the gender pay gap calculations, as can the distribution of the workforce. The majority of employees within the council are within the lower grades which will distort the overall pay gap, reflecting workforce composition rather than pay inequalities.

The mean and median average looks at all hourly rates of employees from apprentice to the Chief Executive therefore the mean and median calculations will be distorted by the large range in hourly rates.

Mean Gender Pay Gap

- The average hourly rate for Male employees was **£14.56** (*an increase from £14.11 in 2017*).
- The average hourly rate for Female employees was **£12.89** (*an increase from £12.51 in 2017*).
- Therefore the mean gender pay gap is **11%** (as a percentage of male pay) which reveals that overall, female employees have 11% lower pay than male employees. *This has stayed at the same level as 2017 where the mean gender pay gap was also 11%.*

Median Gender Pay Gap:

- The median hourly rate for Male employees was **£14.17** (*an increase from £13.35 in 2017*).
- The median hourly rate for Female employees was **£11.38** (*an increase from £10.91 in 2017*).
- Therefore the median gender pay gap is **20%** (as a percentage of male pay) which again reveals that overall, female employees have 20% lower pay. *The median gender pay gap % has increased from 18% in 2017. This is due to a decrease in the male workforce, particularly from the lower quartiles which has meant that the actual mid point for hourly rate is at a higher level.*

Hourly Pay Quartiles:

The distribution of male and female employees within the quartiles are:

- **Lower Quartile:** 19% Male and 81% Female. *Male representation has decreased from 21% in 2017*
- **Lower Middle Quartile:** 29% Male and 71% Female. *Male representation has decreased from 30% in 2017*
- **Upper Middle Quartile:** 44% Male and 56% Female. *This is the same proportion split as 2017.*
- **Upper Quartile:** 46% Male and 54% Female. *This is the same proportion split as 2017*
- This reveals that female employees make up the highest proportion in all quartiles however as pay increases, the proportion of male employees increases.

Dudley's Gender Pay Gap and Gender Monitoring in more detail:

The lower paid job roles within the council i.e. Domestic, Cleaner, Catering Assistant, Administration are predominately female employees with approximately 300 female catering assistants compared to less than 10 male. The majority of these job roles are also part time with female employees making up 89% of part time workers within the council. As a result, the gender pay gap within Dudley is, in part, due to the high concentration of female employees in part time and lower paid job roles when compared to average hourly rate of all employees within the council.

There are also services within the council where job roles are male dominated (e.g Environmental Services). The gender pay gap in Environmental Services is 24% due to the high concentration of male full time employees within the service (80% of the workforce). This will therefore affect the gender pay gap as women are underrepresented in these areas.

The gender pay gap within Regeneration & Enterprise division is 25%. There are a large range of diverse job roles within this service ranging from Catering Assistant and Casual Leisure Centre workers to Managerial positions. The gender pay gap within this service is due to a high volume of female part time workers at the lower ends of the pay scale and a higher proportion of male employees in managerial level positions.

Within Chief Executive's Directorate, the gender pay gap is again due to the higher concentration of female workers within the lower pay scales - 75% of employees below Grade 8 are female, in roles such as admin, customer service assistants, accountancy assistants and casual bank admin/support.

Mean Gender Pay Gap by Service Area			
Directorate/Division	Average Hourly		Gender Pay Gap
	Female	Male	
Chief Executives Directorate	£13.08	£14.81	12%
Finance & Legal	£13.64	£15.87	14%
Transformation & Performance	£12.50	£14.07	11%
Communications & Public Affairs	£14.80	£17.65	16%
People	£14.42	£15.79	9%
Adult Social Care	£12.52	£14.29	12%
Chief Social Worker	£13.97	£20.56	32%
Children's Services	£14.82	£15.47	4%
Education Outcomes	£18.09	£18.83	4%
Executive Support	£12.14	£22.54	46%
Health & Wellbeing	£17.84	£17.80	0%
Integrated Commissioning Performance & Partnerships	£15.38	£16.56	7%
Place	£10.71	£14.11	24%
Environmental Services	£10.89	£14.24	24%
Housing	£13.16	£14.42	9%
Regeneration & Enterprise	£9.91	£13.27	25%
Pupil Referral Units	£16.61	£21.03	21%
Grand Total	£12.89	£14.56	11%
Directorate Total (Exc PRU)	£12.82	£14.52	12%

People Directorate particularly Children's Services and Health & Wellbeing have a smaller than council average gender pay gap at 4% and 0% respectively. Place Directorate have the largest gender pay gap due to the job roles/services within the directorate being male dominated (i.e waste collection, maintenance roles).

Full & Part Time employees:

If we look at the gender pay gap in terms of full time employees only (below table) we can see that the mean gender pay gap reduces to 1% with minimal difference between the average male and female hourly rate. However, the median gender pay gap is 9% which means full time female employees have lower pay than full time male employees.

Full Time and Part Time Gender Pay Gap						
FT/PT	Mean Gender Pay Gap			Median Gender Pay Gap		
	Average Hourly Rate		Pay Gap %	Average Hourly Rate		Pay Gap %
	Male	Female		Male	Female	
Full Time	£15.10	£15.01	1%	£15.05	£13.76	9%
Part Time	£11.98	£11.54	4%	£10.48	£10.44	0%

If we look at the gender pay gap in terms of part time employees, we can see that the mean gender pay gap decreases to 4%. The Median gender pay gap for part time employees is 0% showing that there is no gender pay gap for part time workers. This is due to the high concentration of female employees within part time roles (89% of part time roles are female employees).

This analysis indicates that addressing issues which mean that higher paid roles may not be available to, or not filled by employees who wish to work part time, will be one of the most productive areas in taking action to reduce the gender pay gap – however it should be recognised that suitability for job sharing arrangements is considered as part of the recruitment process for all roles.

Appendix A provides further information regarding workforce distribution for full time and part time workers.

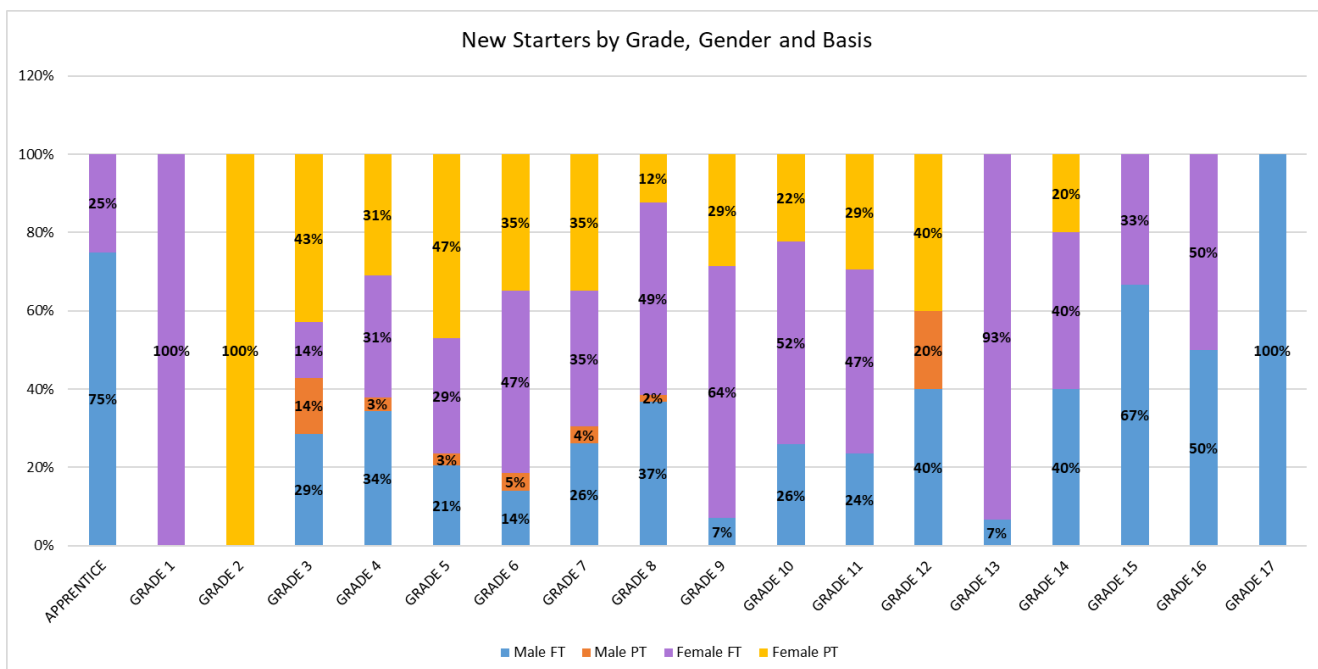
Recruitment Monitoring:

	Female	Male
Applied	7928	3150
	72%	28%
Interviewed	1527	687
	69%	31%
Appointed	560	242
	70%	30%

The above table shows recruitment monitoring data for 2017-18 within Dudley council. These figures show that a lower proportion of women are appointed (70%) than applied (72%). This has been the case in 3 of the last 4 years, although the differences are small. In each of the last 4 years, over 70% of applicants have been women.

Gender	FT	PT	Grand Total
Female	129	96	225
Male	81	9	90
Grand Total	210	105	315

The above table looks at new starters in 2017-18, 71% of new starters were female with the highest proportion of new starters being full time females (41% of all new starters). 91% of Part time starters were female and 61% of Full time new starters were female. This would suggest that the council does not have an issue in attracting female workers overall. The below chart shows new starters by grade equivalent (workers on non DNJC grades have been assimilated into the relevant grade) gender and full time/part time. This shows that more women than men have started in the council at all grades apart from Grade 12 (5 new starters), Grade 14 (5 new starters) and Grade 17 (only one employee started at Grade 17 2017-18).



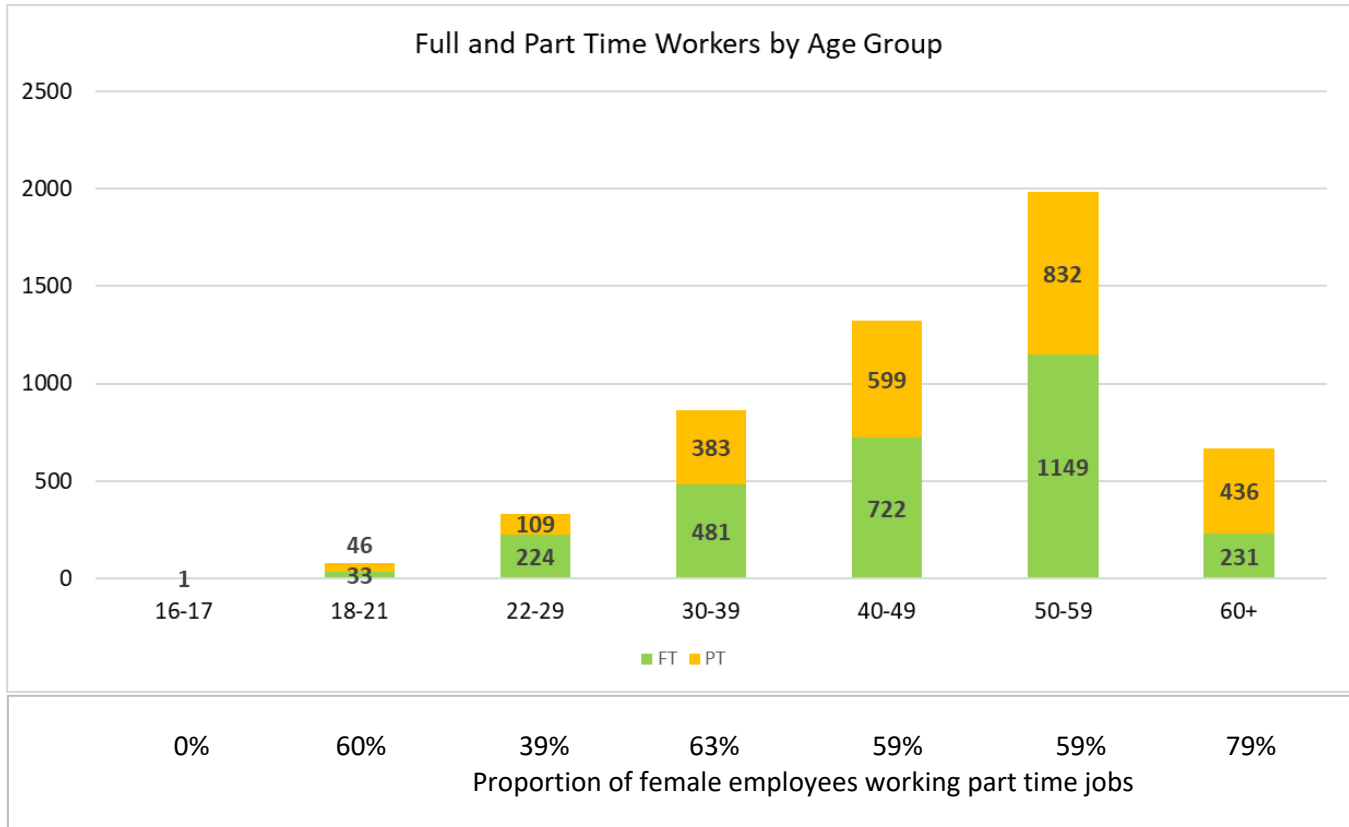
Gender Pay Gap 2018

Gender Pay Gap for new starters in 2017-18.

Full Time/Part Time	Male	Female	Gender Pay Gap %
Full Time	£15.24	£14.14	-8%
Part Time	£12.12	£12.23	1%
Grand Total	£13.91	£13.95	0%

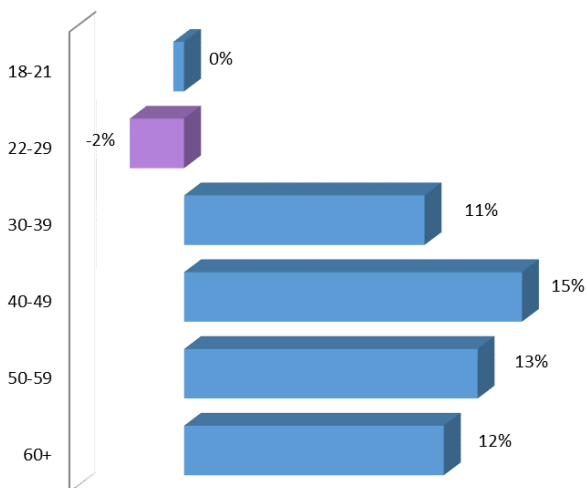
The above table looks at the average hourly rate for new starters. This shows that for Full time starters, women were paid more (-8% pay gap). For part time starters, men were paid more (1% pay gap). For new starters as a whole there was no gender pay gap (0%).

Gender Pay Gap by Age

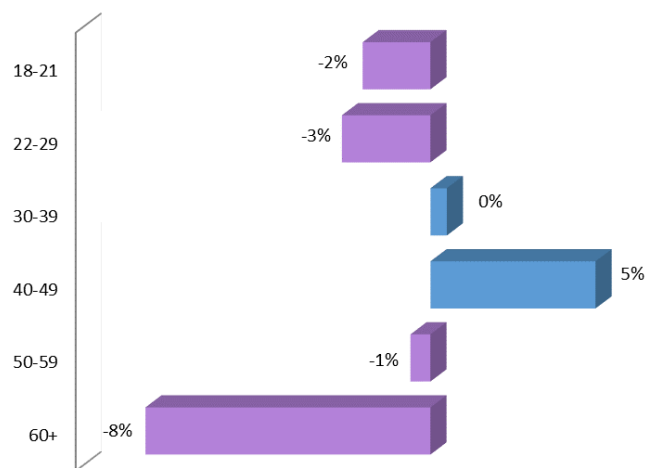


The above chart shows the workforce distribution by age group and the below charts show gender pay gap by age group. The gender pay gap widens in favour of men after the age of 30 years which coincides with the increase in working part time from this age, particularly for female employees.

Mean Gender pay gap % by Age Group



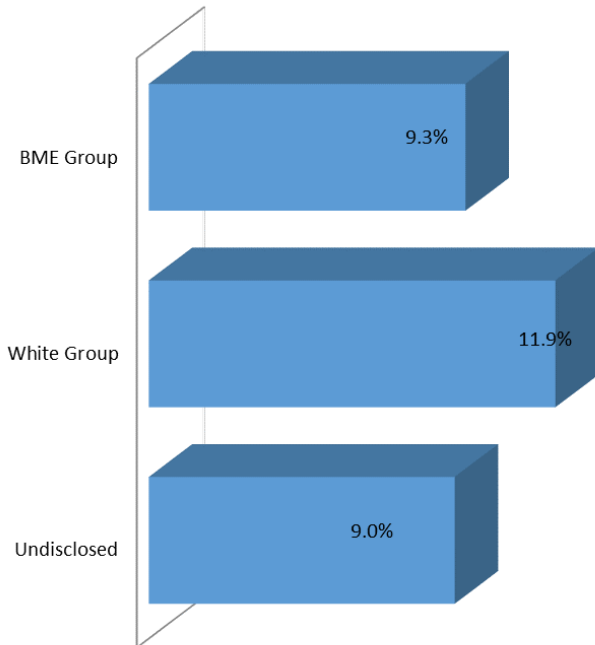
Mean Gender pay gap % by Age Group - FT Workers



For full time employees the gender pay gap is in favour of women for younger employees (but with small numbers involved), with full time women in the 18-29 age group being paid more than men on average. The gender pay gap moves in favour of male employees from the ages of 40-49.

Gender Pay Gap by Ethnicity

Mean Gender pay gap % by Ethnicity



The above chart shows gender pay gap by Ethnicity. The largest pay gap is within the white group (11.9%).

Ethnic Group	Male	Female	Mean gender pay gap%
BME Group	£15.13	£13.73	9.3%
White Group	£14.55	£12.82	11.9%
Undisclosed	£13.80	£12.57	9.0%

The above table shows the average hourly rate by ethnic group. Female employees from BME groups have a higher hourly rate than females in the other groups.

Reducing the Gender Pay Gap

What is Dudley doing to address its gender pay gap?

The council is committed to seeking to reduce the current gender pay gap and to date, the steps taken include:

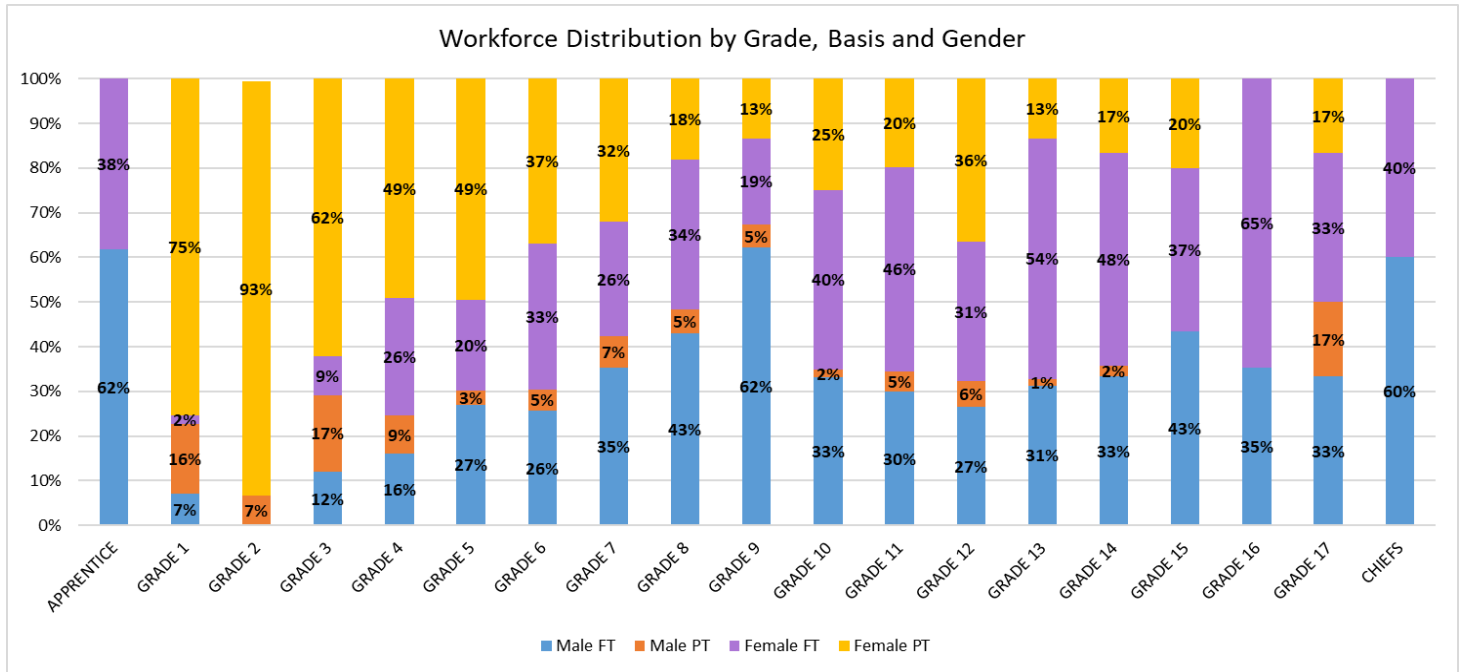
- The introduction of new pay structures and revised terms and conditions of service to eliminate inequalities in the pay and grading structures.
- The provision of Family Friendly Policies to support work/life balance, including Flexible Working Arrangements, Agile Working, Shared Parental Leave, Childcare Vouchers and an Authorised Leave Scheme.
- The provision of Recruitment & Selection training to ensure interviewers have relevant knowledge and an understanding of Equalities and Diversity matters.
- The provision of the TORCh Programme to develop Management and Leadership Skills. Data shows that the majority of participants on each of the 3 programmes run have been women, with 63% of the total participants being women.

In the coming year, Dudley will:

- Review its recruitment practices; to ensure, for example, that all job advertisements include literature that is equally attractive to both male and female candidates and ensure that the Council's commitment to flexible working is highlighted, looking at best practice from other organisations.
- Provide training in unconscious bias to an initial 60 managers
- Continue to develop new ways of working that continues to promote equality, diversity and inclusion of our workforce whilst enabling work-life balance.
- Undertake further work to fully understand the disparity between men and women across all grades
- Continue to provide unconscious bias training- rolling out to all staff
- Analyse the results of the 2018 employees survey by sex and respond to the findings
- Further review actions being taken by other organisations to address the gender pay gap

Appendix A – Workforce Distribution

The below graph shows the number of full time and part time employees and their gender by grade (staff on salary scales other than DNJC have been assimilated into the pay structure based on pay). This shows that the number of part time workers, particularly female, decreases for higher paid job roles.



The below graph shows full time and part time employees and their gender by pay quartile. This shows that the majority of workers in the lower quartiles are part time females. This decreases in the upper quartiles but female workers still make up the largest proportion for each quartile.

