

Gender Pay Gap Report 2021

Snapshot Date: 31st March 2021



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 annually 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 as at 31 March 2021 (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 59% full time and 41% part time employees. The information excludes anyone being paid at a reduced rate in the March 2021 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 the 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 relevant.

For the 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 incremental points which employees progress through annually until reaching the top of their grade.

The makeup of the workforce at Dudley being mainly female will affect the gender pay gap calculations, as will the distribution of the workforce. Dudley Council also continues to maintain its services in-house compared to other local authorities who have outsourced their services and this, as a result, may also impact on the calculations and should be taken into account when making comparisons.

Dudley MBC Gender Pay Gap—March 2021

Total Workforce Demographic

35%

65%

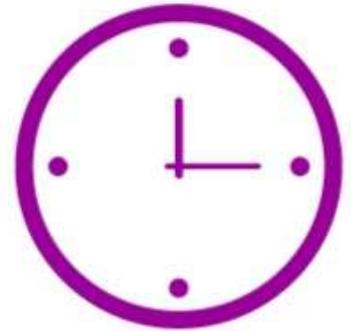


exc Schools employees

Average Contracted Weekly Hours

34

28



Male Average Hours

Female Average Hours

Mean Gender Pay Gap in Hourly Rate

£16.05

£14.51

10% Pay Gap



Median Gender Pay Gap in Hourly Rate

£15.78

£12.69

20% Pay Gap



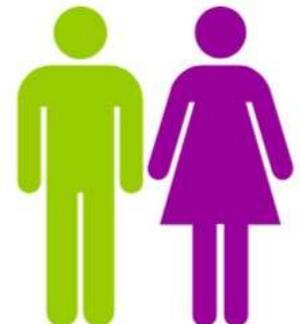
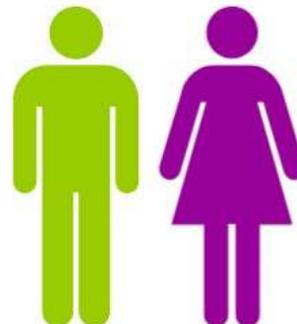
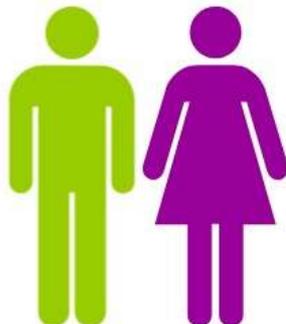
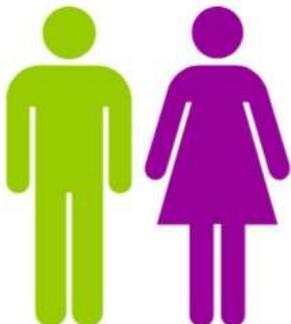
Hourly Pay Quartiles

Lower Quartile
21% 79%

Lower Middle Quartile
31% 69%

Upper Middle Quartile
46% 54%

Upper Quartile
44% 56%



Bonus Pay

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

0% Pay Gap

Result Summary:

Dudley Council's pay structure follows a standard public sector approach to pay and grading and covers grades ranging 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 who receive a spot salary, employees progress annually through the pay range of their grade 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 can affect the gender pay gap calculations, as can the distribution of the workforce. The majority of Dudley Council employees are employed within the lower grades which will distort the overall pay gap by reflecting workforce composition rather than pay inequalities.

The mean and median average looks at all hourly rates of employees ranging from an apprentice up to the Chief Executive and therefore the mean and median calculations will be distorted by the large range in hourly rates and is not as representative of the data as it would be if the range was small – the greater the pay dispersion, the less reliable are the calculations of the gender pay gap (*CIPD Gender Pay Gap Reporting 2020*)

The mean gender pay gap for Dudley has stayed at the same level as March 2020 i.e. 10%. The median gender pay gap has seen an increase from 16% to 20%.

Mean Gender Pay Gap

- The average hourly rate for Male employees was **£16.05** (*an increase of 6% from £15.19 in 2020*).
- The average hourly rate for Female employees was **£14.51** (*an increase of 6% from £13.72 in 2020*).
- The mean gender pay gap, therefore, is **10%** (as a percentage of male pay) which reveals that, overall, female employees receive 10% lower pay than male employees. *This is the same level as at 2020.*

Median Gender Pay Gap:

- The median hourly rate for Male employees was **£15.78** (*an increase of 7% from £14.77 in 2020*).
- The median hourly rate for Female employees was **£12.69** (*an increase of 3% from £12.35 in 2020*).
- The median gender pay gap, therefore, is **20%** (as a percentage of male pay) which again reveals that, overall, female employees receive 20% lower pay. *The median gender pay gap % has increased from 16% in 2020.*

The CIPD Gender Pay Gap Report 2020 has identified that if the mean gender pay gap is significantly lower than the median, then the dataset is skewed by the presence of low earners – and if most employees in this group are mainly female (as is the case in Dudley), a gender pay gap arises.

Hourly Pay Quartiles:

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

- **Lower Quartile:** 21% Male and 79% Female. *Female representation has increased from 78% in 2020*
- **Lower Middle Quartile:** 31% Male and 69% Female. *Female representation has decreased from 71% in 2020.*
- **Upper Middle Quartile:** 46% Male and 54% Female. *Same proportion split as last year.*
- **Upper Quartile:** 44% Male and 56% Female. *Same proportion split as last year.*

This reveals that female employees make up the highest proportion in all quartiles.

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 have a high concentration of female employees (within Catering Services, 95% of the workforce are female – with over 250 female catering assistants compared to 6 male). The majority of these 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 the average hourly rate of all employees across the Council.

There are also services within the council where job roles are predominantly male dominated (e.g. Public Realm). The gender pay gap in this service area is 21% due to the high concentration of male full-time employees within the service (69% of the workforce). This will affect the gender pay gap as women continue to remain under-represented in these areas.

The gender pay gap within Regeneration & Enterprise is 22%. This is due to a large range of diverse job roles within this service area ranging from Catering Assistant and Casual Leisure Centre workers to Managerial positions. The gender pay gap within this service is reflective of the high volume of female part time workers at the lower ends of the pay scale and the higher proportion of male employees in managerial level positions.

Directorate	Average Hourly Rate		Gender Pay Gap
	Female	Male	
Adult Social Care	£14.28	£16.05	11%
Children's Services	£17.25	£18.52	7%
Corporate Operations	£16.31	£19.96	18%
Digital, Customer & Commercial Services	£14.34	£16.55	13%
Finance & Legal	£14.99	£17.50	14%
Health & Wellbeing	£18.20	£19.19	5%
Housing	£14.27	£15.56	8%
HR & Organisational Development	£18.00	£17.93	-0.4%
Public Realm	£12.29	£15.49	21%
Regeneration & Enterprise	£11.51	£14.80	22%
Pupil Referral Units	£16.76	£26.79	37%
Grand Total	£14.51	£16.05	10%
Directorate Total (Exc PRU)	£14.48	£16.02	10%

The above table reflects the council structure as at the snapshot date of 31st March 2021. Comparison to previous years is difficult at directorate level due to the corporate restructure in November 2020.

HR & Organisational Development, Health & Wellbeing, Housing and Children's Services have a smaller than council average gender pay gap. HR & Organisational Development have a -0.4% gender pay gap indicating that women are paid slightly more than men within the service.

Full & Part Time employees:

If we consider the gender pay gap in terms of **full-time** employees only (table below) the mean gender pay gap reduces to 0% indicating that full time female and male employees are paid at same rate. The median gender pay gap also reduces to 6% albeit demonstrates that there is still a gap with male full-time employees earning more than female full-time employees when looking at median pay rates.

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 %
	Female	Male		Female	Male	
Full time	£16.32	£16.37	0%	£15.13	£16.09	6%
Part time	£13.06	£14.19	8%	£11.50	£12.70	9%

The mean gender pay gap in terms of **part-time** employees is 8%. The Median gender pay gap for part time employees is 9% - again a reduction from the overall gender pay gap of 10% (mean) and 20% (median).

This emphasises that the overall gender pay gap can be explained largely by the high concentration of female employees in part time roles (89%).

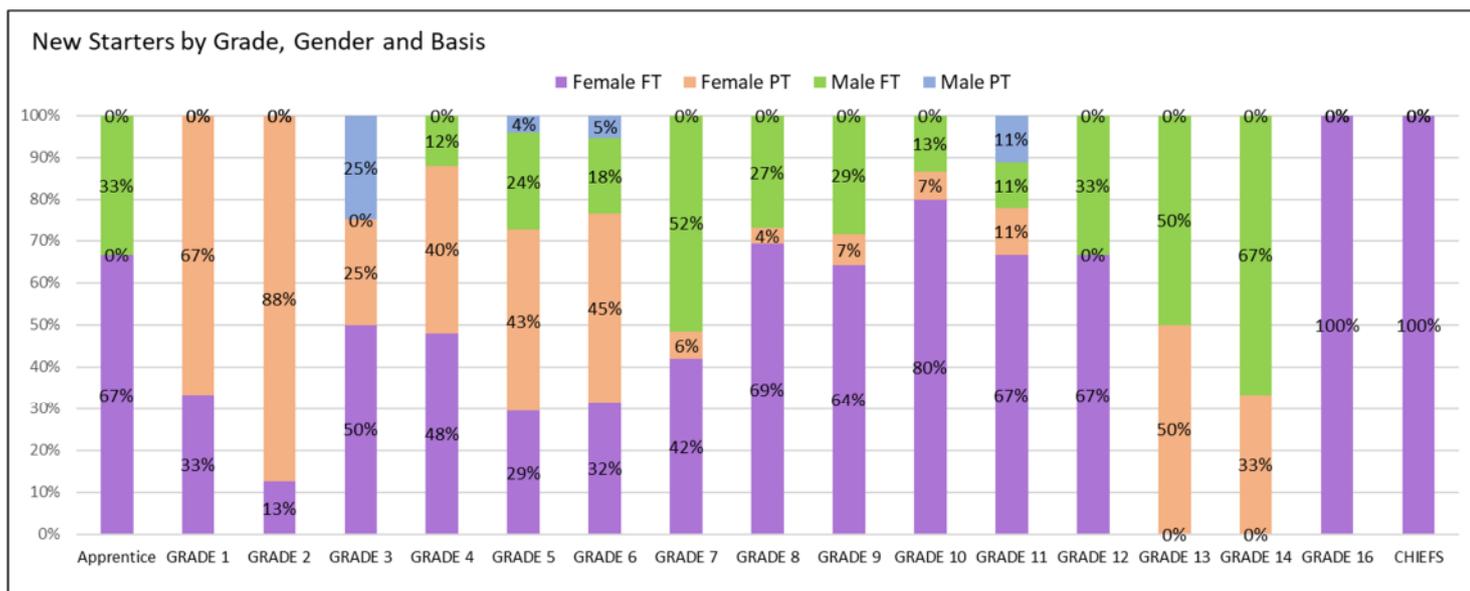
Appendix A provides further information regarding workforce distribution for full time and part time workers.

New Starters to Council 2020-21:

New Starters to Council			
Gender	Full Time	Part Time	Grand Total
Female	110	69	179
Male	57	6	63
Grand Total	167	75	242

The above table shows new starters recruited to Directorates (including the Pupil Referral Unit) in 2020-21. Of those recruited, 74% were female of which 61% were full-time.

The chart below 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 indicates that more women than men have commenced with the council across the majority of grades, both lower and higher.

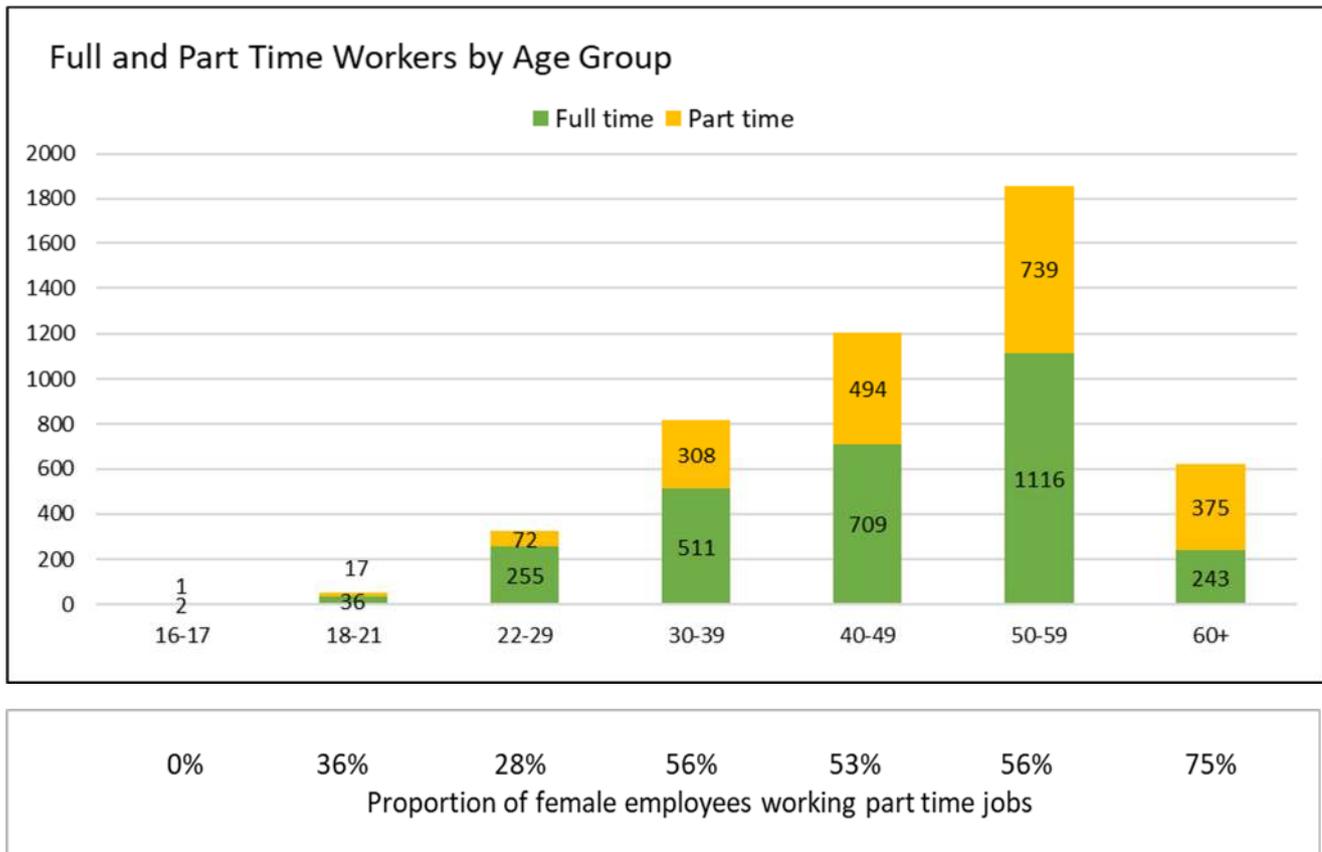


Gender Pay Gap for new starters in 2020-21

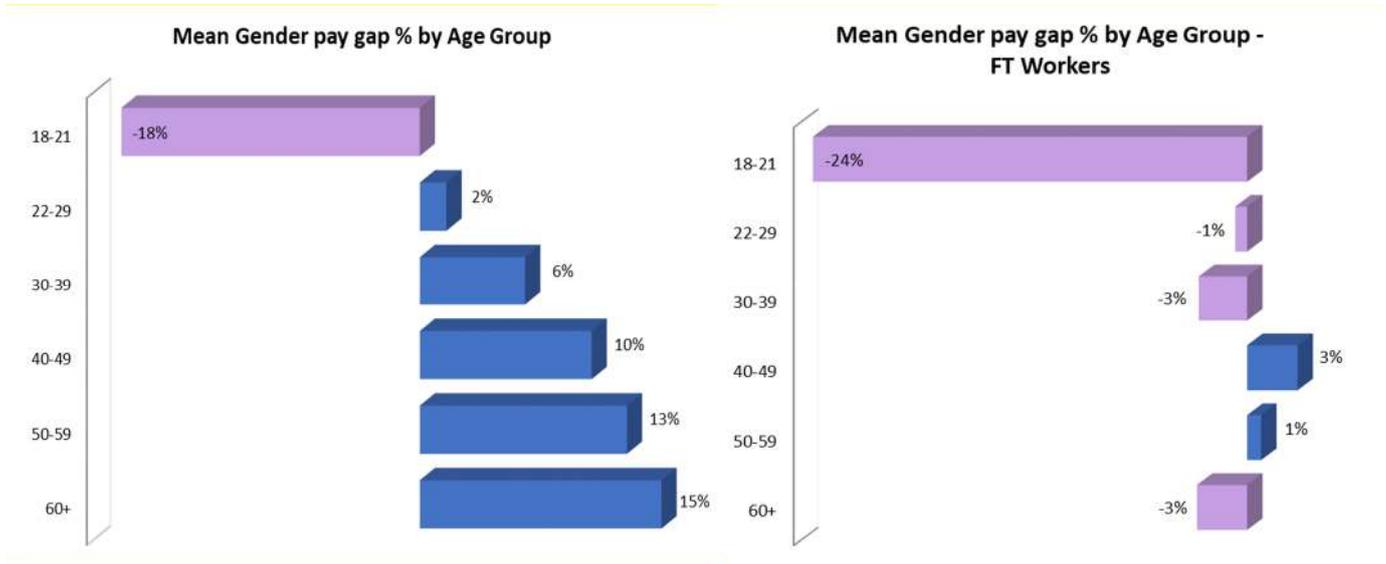
Full Time/Part Time	Female	Male	Gender Pay Gap %
Full Time	£15.02	£13.98	-7%
Part Time	£11.90	£13.63	13%
Grand Total	£13.82	£13.95	1%

The above table looks at the average hourly rate (contractual hourly rate excluding allowances and other payments) for new starters in 2020-21. This indicates that for full-time starters, women were paid more than men (-7% pay gap). For part-time new starters, men were paid more (13% pay gap). Overall, in terms of new starters, men were paid 1% more, on average, than women.

Gender Pay Gap by Age



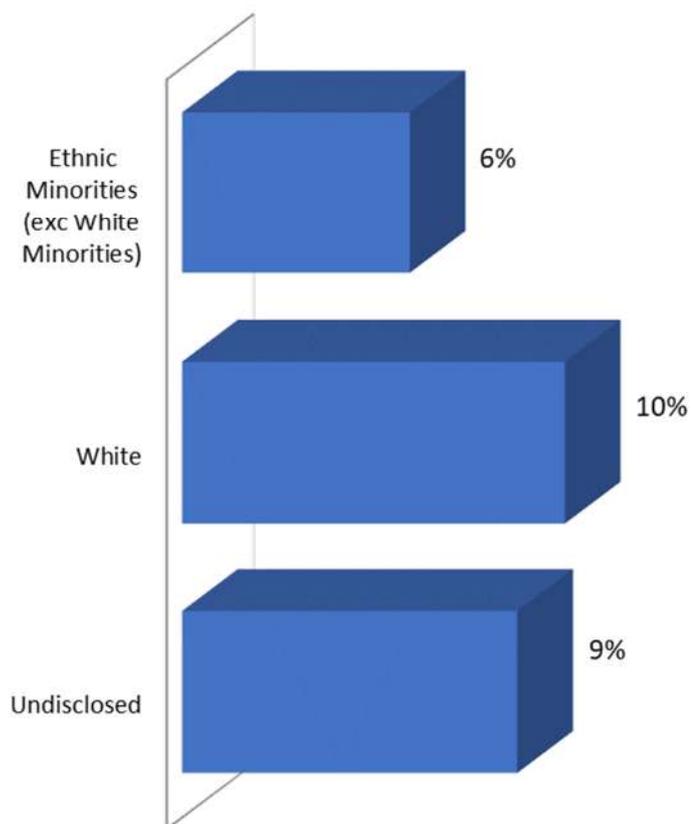
The above chart shows the workforce distribution by age group. The charts below show gender pay gap by age group. The gender pay gap widens in favour of men, particularly after the age of 30 years which coincides with the increase in part-time working from this age, particularly for female employees.



For full time employees, the gender pay gap for younger employees indicates that full time women in the 18-39 age group are paid more than men on average. The gender pay gap moves in favour of male employees from the ages of 40-59 until the 60+ age group.

Gender Pay Gap by Ethnicity

Mean Gender pay gap % by Ethnicity



The above chart shows gender pay gap by Ethnicity. The BME group have the lowest pay gap at 6% with white groups having the same pay gap as the council average at 10%.

Ethnic Group	Female	Male	Mean gender pay gap%
BME Group	£15.12	£16.09	6%
White Group	£14.40	£16.03	10%
Undisclosed	£14.76	£16.21	9%

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?

We will do more to tackle the gender pay gap at Dudley by building on our long-standing commitment to encourage more women into careers that are traditionally male dominated and vice versa.

Steps taken to date to address this include:

- Expanding on the opportunities provided by apprenticeships and the Apprenticeship Levy continues which enables employees in every grade of post to develop skills and gain experience to progress in their careers. In the last 12 months (1.1.21 to 31.12.21) of the 160 apprenticeship starts, 59 were male and 101 were female.
- Introduction of new pay structures and revised terms and conditions of employment to help to eliminate inequalities in the pay and grading structures.
- The implementation of a new pay structure (in 2019-20) with bottom loaded inflation increases, aimed at increasing pay for lower grades.
- 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. HR policies have been amended to include additional flexibility for staff and particularly to support Covid working.
- Requests for part-time, flexible or job share working is considered for all positions, not excluding senior higher paid roles.
- The provision of recruitment and selection training to ensure that those conducting interviews have the relevant knowledge and also an understanding of equalities, diversity and inclusion matters. Due to the Covid 19 pandemic, between the period 1st April 2020 to 30th September 2020 no courses took place. However, between 1 October 2020 until 31 March 2021 virtual training was undertaken with 31 managers attending. Of those 31 managers, 21 were female and 10 were male.
- The development of mandatory learning and training for the whole workforce, including health, wellbeing and equality. The mandatory e-learning programme has been reviewed with a further review being undertaken to include any learning/feedback from staff and to incorporate recommendations arising from the recent equality review.
- The Council has continued with a very successful Level 3 Team Leader apprenticeship programme and is now operating its 5th cohort of attendees. Data indicates that of the 184 apprentices who commenced on the programme, 114 were female and 70 were male.
- The offer of a Level 5 operational management apprenticeship is now available attracting 46 starts to date. Of those 46, 16 were male and 30 were female.
- The introduction of a Corporate Induction programme which includes a section on equality, diversity and inclusion. For the period 2020-21, a total of 227 employees attended the programme – of those, 64 were male (28%) and 163 were female (72%).
- A mandatory Council induction programme has been introduced that includes health, wellbeing and equality as part of the programme. This is further supported by the mandatory introduction of a managers induction introduced in April 2021.
- Continuing to hold recruitment fairs with two having taken place at Dudley Town Hall and the Merry Hill Centre.
- The Council's continued commitment to ensure our pay rates reflect the Real living wage which impacts predominantly on the lower paid employees who are mainly female and ensures that a minimum hourly rate is paid as calculated by the Living Wage Foundation.

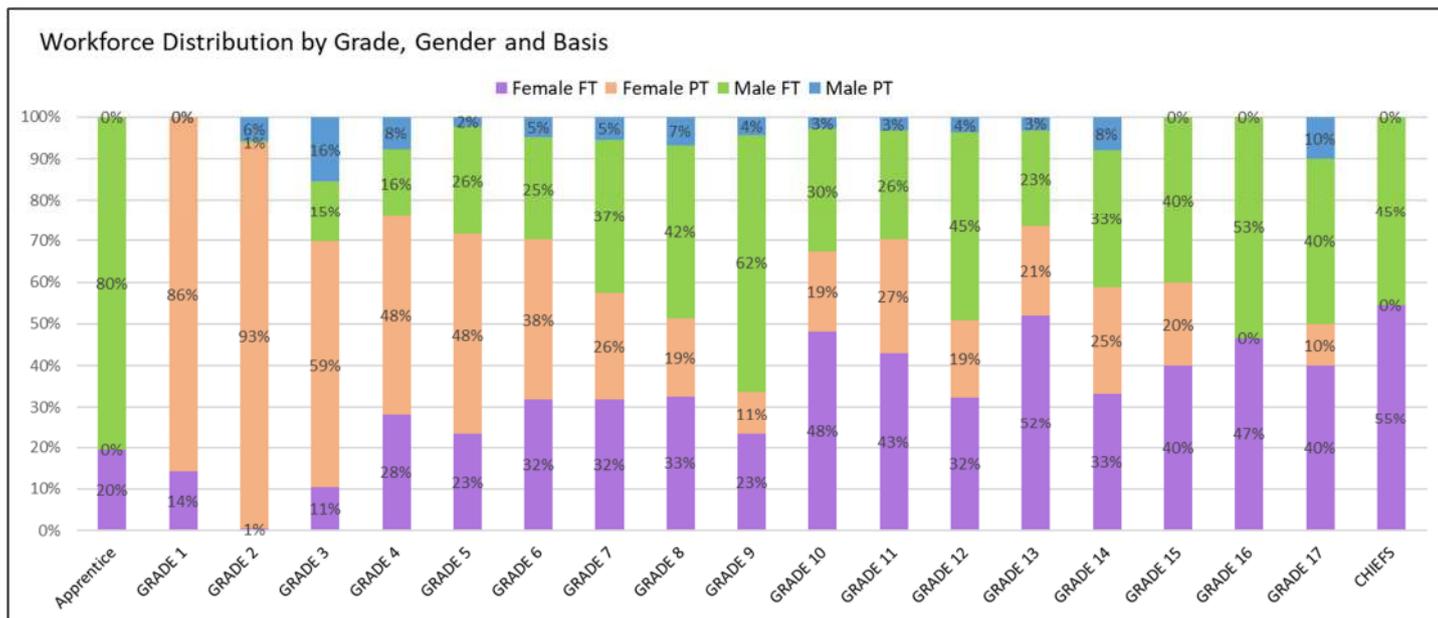
Some of the work that was planned for last year was delayed due to the impact of the Covid pandemic. However, work planned in the year ahead will see the council:

- Review its recruitment practices to ensure, for example, that all job advertisements include literature that is equally attractive to both male and female candidates. Job descriptions are also being reviewed and simplified as a result of feedback from the Staff Engagement Group which comprised both male and female members of the workforce with a proposal to also re-introduce the use of an equality statement.

- Ensure that the Council’s commitment to flexible working is highlighted in job adverts – currently being developed as part of a new website. Work on the website has been delayed due to resources having to be re-prioritised to supporting the Covid pandemic but it is intended to recommence work on this in the coming months.
- More effectively utilise recruitment fairs and career fairs to encourage candidates from under-represented groups publicising the Council’s commitment to work-life balance through its recruitment offer of part time, job share, and flexible working opportunities. It is intended to hold local jobs fairs, one per month over a twelve month period commencing April 2022.
- Continue to develop new ways of working that continue to promote equality, diversity and inclusion in our workforce whilst enabling work-life balance. Following a council wide L&D review and subsequent equality review, inclusive leadership training is being planned for the new leadership development programmes along with sessions offered to managers on inclusive conversations. Further development work is planned to embed inclusivity within the workforce, including the development of a competency framework to support equality as a leadership accountability.
- Undertake further work to fully understand the financial disparity between men and women across all grades.
- Continue to incorporate a question into future employee/pulse surveys asking all employees “what makes Dudley an employer of choice” to provide us with analysis by gender.
- Targeted activity to be undertaken as part of workforce planning in those service areas where the gender pay gap is above the Dudley average.
- Further review benchmark information and actions being taken by other organisations, including the Government Equalities Office, to continue to address Dudley’s gender pay gap.

Appendix A – Workforce Distribution

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

