

Gender Pay Gap Benchmarking Analysis

2020 Results (snapshot date 31 March 2020):

The Office of National Statistics (ONS) data from the Annual Survey of Hours and Earnings (ASHE) for 2020 states that the national mean gender pay gap for all employees is 13.9% and the median 14.9%. The Council's gender pay gap of 10% mean and 16% median (2020 data) compares favourably to this.

The differences in councils in terms of size, workforce composition and the services they provide make it difficult to accurately benchmark gender pay gap results with other councils – even when all data is available.

The gender pay gap within Dudley is reflective of our workforce which operates across a number of different sectors. Comparing ourselves to other councils, some of whom have contracted out certain services or do not have such a diverse group of employees, is therefore not possible.

The mean and median average also 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.

West Midlands Metropolitan Borough Councils:

Local Authority	Mean Gender Pay Gap %	Median Gender Pay Gap %	% female staff in lower pay quartile	% female staff in lower middle pay quartile	% female staff in upper middle pay quartile	% female staff in top pay quartile
Solihull	14	20	81	80	71	64
Dudley	10	16	78	71	54	56
Walsall	6	6	82	58	65	65
Sandwell	5	12	63	66	52	52
Birmingham	5	4	65	60	54	56
Wolverhampton	4	0	75	65	69	67
Coventry	4	4	67	67	63	65
Average	6.8	8.8	73.0	66.7	61.0	60.8

Compared to the West Midlands Metropolitan Borough Councils, Dudley has a higher mean and median gender pay gap % to the average (6.8% and 8.8% respectively). Dudley also has a lower proportion of women in the upper pay quartiles compared to the average for the group.

Whilst these councils provide some basis for comparison than the whole region given that they are responsible for similar services to Dudley, it should be recognised that where councils have outsourced certain services that are traditionally predominantly female or male and are often more lowly paid, this may impact on the pay gaps for individual councils, thus making like for like comparisons impossible.

Notwithstanding the comparisons with other local authorities, the council does have a higher gender pay gap and is committed to looking at ways in which to close the gap in accordance with its overall commitment to promote equality and inclusivity in employment.