

# Gender Pay Gap Data

Published March 2018



South Tyneside Council

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CHANGE IS HAPPENING**

# Introduction

Our vision is to be an outstanding place to live, invest and bring up families. At the heart of our approach is fair treatment and equal opportunity. Approximately 70% of the Council's employees currently live in the Borough and we are committed to reducing the gender pay gap within our organisation.

The gender pay gap data highlights the difference between the average pay of men and women; it is not a measure of equal pay, which relates to what men and women are paid for the same or similar roles or work of equal value.

The Council is an equal pay employer. This report does not refer to work of equal value. Our pay structure is subject to transparent and robust job evaluation processes using the recommended Gauge System.

The Government now require all employers with over 250 employees to report their gender pay gap on an annual basis. The Council collected data on 31st March 2017 at which time our workforce consisted of 727 men and 1776 women (29% / 71% respectively).

## Gender Pay Gap Data as at 31 March 2017

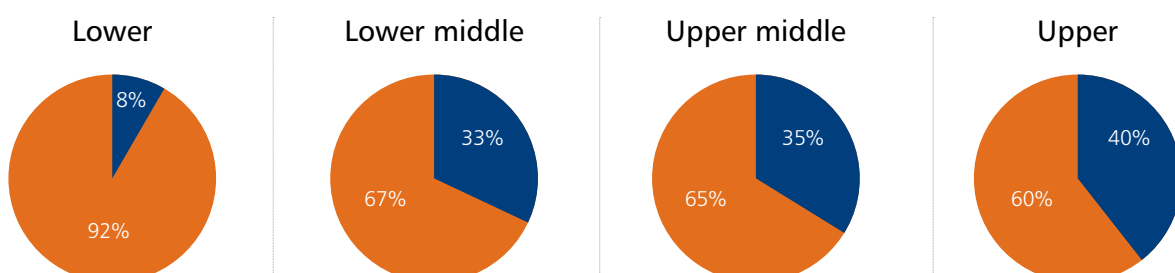
The figures in the table below show that the Council has a mean gender pay gap of 17.5% which is the difference between the mean (average) hourly rate of pay of male and female full pay relevant employees. The median gender pay gap is the difference between the median hour rate of male and female full pay relevant employees and is 20.9%. The annual survey of hours and earnings (ASHE) gender pay gap tables released by the Office of National Statistics Great Britain in October 2017 shows an average mean gender pay gap within the public sector of 17.7% and a median gender pay gap of 19.4%

The Council does not pay bonus payments and therefore does not have a gender pay gap in this area.

	Women's earnings are:
Mean gender pay gap in hourly pay	17.5% lower
Median gender pay gap in hourly pay	20.9% lower
Difference in mean bonus payments	0
Difference in median bonus payments	0

The proportion of men and women in each pay quartile is shown below. 56% of women (994 employees) are in the lower and lower middle quartiles compared to 35% (258 employees) of men. 44% of women (782 employees) are in the upper middle and upper quartiles compared with 65% (469 employees) of men.

Proportion of men and women in each pay quartile (%) - ■ Men ■ Women



The average hourly rate per quartile is shown in the table below.

Quartile	Hourly rate
Lower	£8.25
Lower middle	£9.30
Upper middle	£12.26
Upper	£20.22

In 2015 the Council recognised the number of lower paid employees and took a decision to increase the minimum pay points. In 2016 the Council committed to paying the Living Wage Foundation minimum rate to be reviewed on an annual basis. The Foundation reviews this rate every November at which point the Council reviews this and affects any change from the following April. At the snapshot date of 31st March 2017 the Council was paying £8.25 as the minimum rate for all employees.

The Council has a higher proportion of part time employees, 1114 employees (45%) are full time and 1389 employees (55%) are part time. The numbers of full time and part time staff in each quartile are shown in the table below.

Quartile	Full time		Part time		% of full time employees	% of part time employees
	Men	Women	Men	Women		
Lower	12	31	39	544	7%	93%
Lower middle	102	101	105	318	32%	68%
Upper middle	159	213	58	196	59%	41%
Upper	222	274	30	99	79%	29%
Total	495	619	232	1157	45%	55%

The Council is committed to having flexible working policies which enable all employees to effectively balance home and work life priorities. However the figures show that, per quartile, the numbers of part time employees are in the lower and lower middle quartiles and women at those levels form the majority of part time workers.

## Closing the gap

The Council is committed to reducing the pay gap and we will prioritise the following key areas for action:-

- We have a number of flexible working policies and arrangements already in place. We will review our policies and continue to actively encourage flexible working across the organisation at all levels.
- We will review our recruitment processes to ensure there is no bias in recruiting decisions. We will identify any gender imbalance in particular roles/levels and ensure our adverts have a gender-neutral language and vacancies are advertised through a number of channels to encourage people from all groups to apply.
- We will build gender pay gap analysis into our succession planning and talent development arrangements and ensure that options to develop across the organisation are as accessible as possible to all employees.

If you know someone who needs this information in a different format, for example large print, Braille or a different language, please call Marketing and Communications on 0191 427 1717.