



# Gender Pay Gap Report

2017



## Introduction

From 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Central Bedfordshire Council, along with any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. This is not an indicator of equal pay and must not be confused as such; it is a high-level indicator of earnings and hence the types of roles held by male and female employees within an organisation to prompt a discussion on proportional differences at organisational, industry and national level.

The figures must be calculated using a specific reference date - this is called the 'snapshot date', which is 31<sup>st</sup> March for public sector organisations.

The data that must be published and that will be set out in the following report for 31<sup>st</sup> March 2017 includes

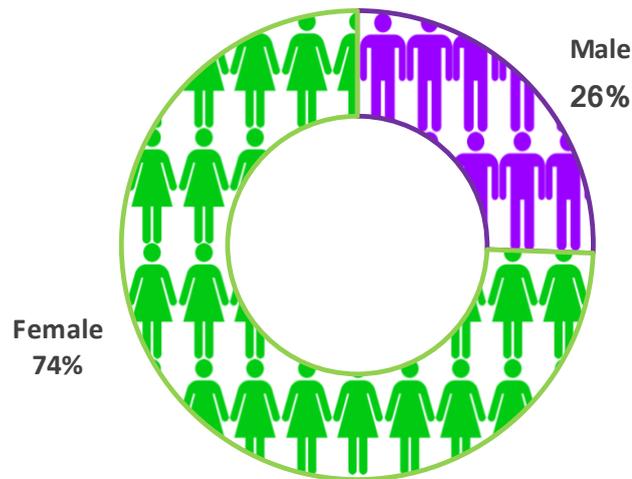
- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

## Central Bedfordshire Council

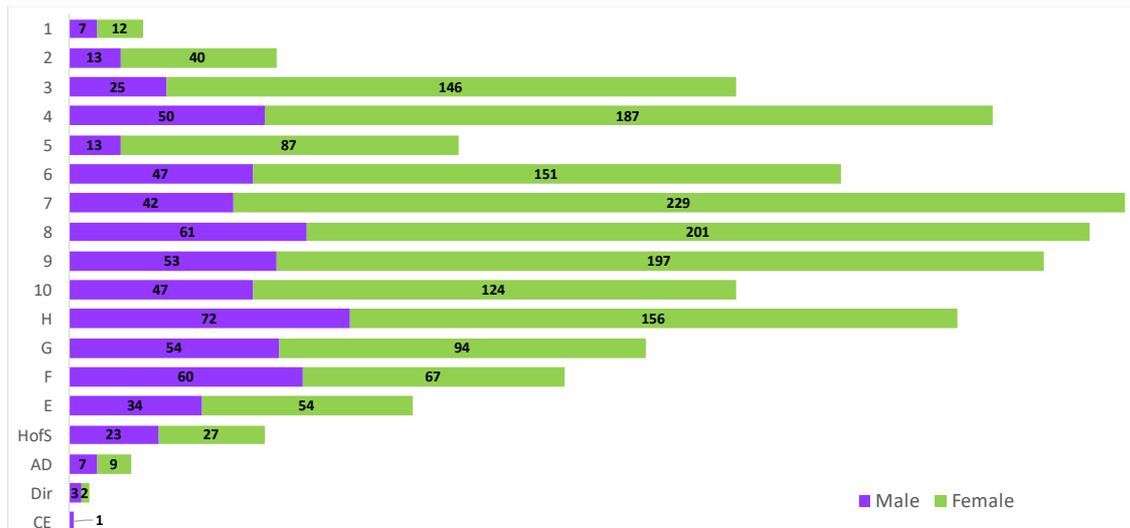
Central Bedfordshire Council is an equal opportunities employer, committed to treating applicants fairly in relation to the following protected characteristics; age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

As at the snapshot date of 31<sup>st</sup> March 2017 the full pay relevant<sup>1</sup> split of male to female workers was Male 26%, Female 74%.

### Full Pay Relevant Employees Gender Split



### Workforce distribution across the grades by gender – headcount of full pay relevant employees



<sup>1</sup> Any employee who is employed on the snapshot date and who is paid their usual full basic pay (or pay for piecework) during the relevant pay period will be a full-pay relevant employee.

## Gender pay gap data – averages of hourly pay

The calculations compare the mean and median<sup>2</sup> hourly rate of full pay relevant employees as follows:

$$\left[ \frac{\text{Mean/Median Male Hourly Rate} - \text{Mean/Median Female Hourly Rate}}{\text{Mean/Median Male Hourly Rate}} \right] \times 100$$

### Mean gender pay gap in hourly pay



### Median gender pay gap in hourly pay



## Gender pay gap data – bonuses

Central Bedfordshire Council does not pay bonuses therefore a gap comparison and proportion of bonus recipients by gender indicator is not applicable.

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<sup>2</sup> A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list. A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

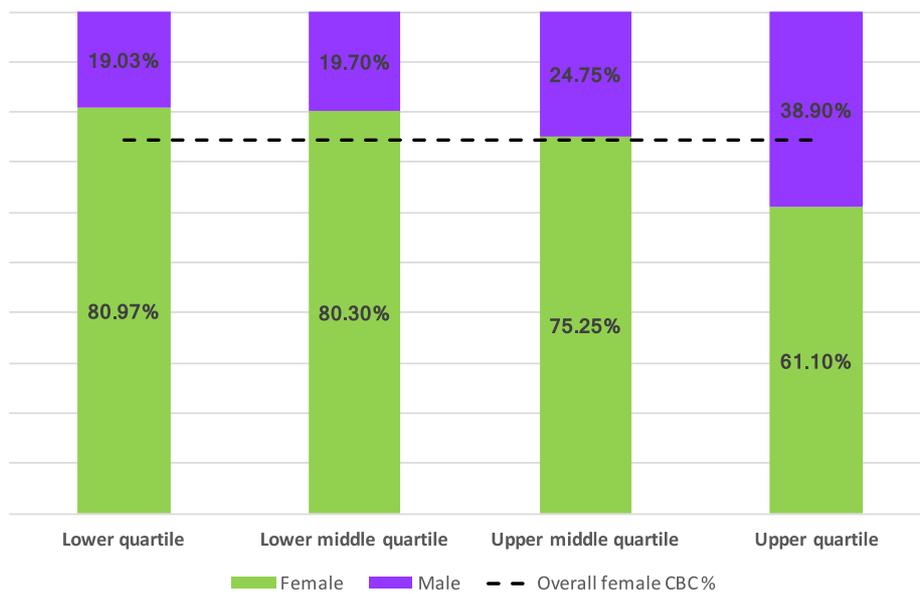
## Proportion of males and females in each pay quartile

The calculation used to compare the male and female proportions in the quartiles is as follows:

$$\left[ \frac{\text{Number of male/female full pay relevant employees in a quartile}}{\text{Total number of full pay relevant employees in a quartile}} \right] \times 100$$

How the proportion of male and female employees compares to the proportion within the workforce as a whole indicates the existence of a gender pay gap.

### Gender split of pay quartiles



| Pay Quartile | Male % | Female % |
|--------------|--------|----------|
| Lower        | 19.03  | 80.97    |
| Lower middle | 19.70  | 80.30    |
| Upper middle | 24.75  | 75.25    |
| Upper        | 38.90  | 61.10    |

## Senior Management

The CBC senior management group (SMG), namely Heads of Service and above, split by gender is Male 46% and Female 54%. CBC has chosen to review the Gender Pay Gap of the SMG as a specific group. The Gender Pay Gap calculated using the prescribed method outlined above is 9.43% and -0.58% for the Mean and Median respectively.

## Review

There is good higher level female representation at Central Bedfordshire Council, with two of the five in scope Directors at CBC and 9 of the 16 in scope Assistant Directors being female. CBC participates in the Local Government Benchmarking Scheme which relies on councils providing data relating to defined metrics which can then be collated to be used as a comparison against peer organisations. In relation to the workforce profile, the percentage of the top paid 5% of staff who are women for CBC for 2016/17 was 55.9% compared to the mean of all participating English Unitary Authorities of 51.5%.

However, CBC does fall into the category of having a gender pay gap, visible from the lower hourly wage for females at the mean/median level and the deviation of the proportion of female staff across the pay quartiles from the proportion of female staff in the CBC workforce as a whole. The gap figures are driven by more female employees in the lower pay scale roles which typically include those in provision of care and administrative roles. At the higher end of the pay scales, within the SMG, the Gender Pay Gap reduces and the Median for this group is skewed more towards the Female SMG members.

ACAS, the Advisory, Conciliation and Arbitration Service indicate that the evidence behind a societal level pay gap is from various statistics provided (amongst others) by Office of National Statistics stating that 74% of childcare time is provided by mothers (*ONS, 2016*) and those provided by The Institute for Fiscal Studies that suggest that a pay gap the arrival of a child can widen any existing pay gap even further (*IFS, 2016*).

ACAS believe that the factors that drive the gender pay gap are seen to be both within and out of the workplace and include more female employees requiring flexible working arrangements (for reasons which include, but are not only for childcare and other caring responsibilities) and a lack of well-paid part time/flexible jobs, stereotypes, less females in higher paid professions or areas of an organisation such as science, technology, engineering and maths and also constrained individual choice, unconscious bias and discrimination.

CBC cannot tackle these issues alone; the reasons behind an employee's working choice has many facets and is intertwined with other family members, therefore other employers. However, CBC can continue to provide opportunities for progression and flexible working for all genders. Many of CBCs roles allow agile working and also allow flexitime working, enabling flexibility around the work/life balance. CBC also participate in a childcare vouchers scheme.

Central Bedfordshire Council believes in supporting the workforce as a whole but has also recognised that female employees can require tailored support. Springboard is an award-winning development programme run by CBC providing women with the skills to set their own agenda and the goals they want to achieve and is now in its sixth year. A recent review of participants presented very positive results; of the 54% who responded, 14 had been promoted and 4 had been seconded to a new role. In addition, of those who had a promotion, 83% felt it was as a direct result of attendance to Springboard.

The future of addressing CBCs gender pay gap may lie with continuing to showcase the female leadership within the council, continuing to recruit upon merit rather than presumption, allowing robust job evaluation processes to remain in progress and ensuring that whatever a person's gender, when roles become available, communication channels are in place from the offset to discuss any reasons why a suitably skilled employee is reluctant to apply.

# **Central Bedfordshire in contact**

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