



## **Gender Pay Gap – Update 30 March 2019**

### **Swansea Council - Gender Pay Gap Report 31 March 2019**

#### **Foreword**

The data indicates that there is a gender pay gap in the median figures, however this could be attributed to the high percentage of part time workers in the organisation. The Council has been a champion of part time working for over ten years, resulting in a high percentage of the whole workforce comprising female staff (70%).

The Council has published an Action Plan in its Annual Equality Review for tackling issues arising from the Gender Pay gap analysis undertaken in 2017/18. Members and Senior Officers will take appropriate action where necessary, in full consultation with Trades Unions and other stakeholders.

**Adam Hill**

**Deputy Chief Executive / Director of Resources**

#### **The Gender Pay Gap**

The Gender Pay Gap represents the difference between the average (mean or median) hourly pay of male and female employees in the organisation. This is usually expressed as a percentage of male pay, with a positive figure being in favour of males, and a negative figure being in favour of females.

The gender pay gap should not be confused with the Equal Pay gap, as the first refers to the difference in hourly pay of males and females regardless of the role being undertaken, whereas equal pay gap refers to unjustifiable differences in pay for men and women undertaking work of equal value, where this is scrutinised at the individual level, for example through a Job Evaluation process.

To meet reporting requirements, currently Schools information is excluded, as governing bodies should report directly where the establishments employ 250 or more staff.

#### **Gender Pay Gap Calculations**

In order to meet regulatory reporting requirements, we are only required to report on full pay relevant employees, which is summarised on our website, and reported on the .GOV website.

In order to develop an understanding of the true picture of our gender pay gap, the Council undertook more in-depth analysis in 2017, so that issues that can have direct influence on gender pay issues can be highlighted more directly.

As stated above, Swansea Council champions part time working, and has done so for some time, therefore the male / female workforce gender split favours women significantly, as shown below:

**Jobs by working pattern and gender in 2017/18:**

	<b>FT</b>	<b>PT</b>
<b>MALE</b>	59.6%	20.4%
<b>FEMALE</b>	40.4%	79.6%

**Jobs by working pattern and gender in 2017/18:**

	<b>FT</b>	<b>PT</b>
<b>MALE</b>	59.3%	17.9%
<b>FEMALE</b>	40.7%	82.1%

There has been a slight decrease in the percentage of part time male workers, resulting in a slight increase in part time female workers.

**Reported Gender Pay Gap in Swansea Council workforce for end year 30 March 2018 (non-schools, and including active casuals) for 2018**

**The following is for external reporting:**

The non-school workforce, full and part time, the gender pay gap would be as follows:

Average (mean) hourly pay	7.3%
Median hourly pay	11.1%

We do not pay bonus, therefore this is reported as 0%

A positive figure demonstrates men are better off than women, based on the hourly rate of pay.

**Therefore the average hourly rate has improved on last year, and there has been a slight improvement in the median pay gap.**

**Full and Part time workforce quartile (excluding schools, including active casual workforce).**

**Data is based on full and part time pay:**

Lower		Lower middle		Upper middle		Upper	
Male	Female	Male	Female	Male	Female	Male	Female
24%	76%	40%	60%	40%	60%	46%	54%

### **Gender Pay Gap and Bonus**

The Council implemented its Single Status project in April 2014, thus eradicating all bonus payments for staff. Therefore, this is reported as 0% on the .GOV website.

### **Action Plan to Close the Gap**

In 2019 – 2020, the Council will:

- Continue with efforts to improve workforce data, particularly cleansing and accuracy of reporting
- Continue to review casuals/relief staff arrangements
- The Council will implement the NJC Pay Award on 1 April 2019, which results in an overall gender pay gap reduction of just under 2%.
- Undertake grade distribution analysis of gender based work in lower grades to understand whether these roles are arranged fairly and not set up to exclude / include one gender over the other
- Consider undertaking a grade distribution analysis of senior roles by gender, working pattern etc.
- Continue to review multiple posts and contractual arrangements
- Review employee data with regard to multiple roles to consider whether the construction of roles is contributing to gender segregation and low pay for women in roles allocated to the first three grades of the pay structure.

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