

GENDER PAY GAP REPORT

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Introduction

All public sector employers must report and publish gender pay gap information by 31 March on an annual basis. The Government Equalities Office defines the gender pay gap as the difference between the average (mean or median) earnings of men and women across a workforce. If a workforce has a high gender pay gap this can indicate issues around pay within the organisation. Calculations can help identify issues and allow organisations to identify remedial steps to address pay disparities and inequalities. A gender pay gap is not the same as equal pay which is defined as pay differences between genders when carrying out the same roles/jobs of equal value.

This report complies with the requirements of legislation around content and publication. The information provided within this report is based on a snapshot date of **31 March 2022**. It shows the difference in the average pay between employees of male and female gender (defined as all men and women in the workforce). The report encompasses employees of Northumberland County Council who were in employment on 31 March 2022. This includes all areas of the Council except for school employees, as each school is required to provide its own gender pay gap information.

Fairness and equality are central to everything we do at Northumberland County Council, and we have a Pay Policy which promotes consistency, fairness and transparency to ensure reward is given fairly irrespective of gender. [Our pay policy can be viewed on our external website by clicking here.](#)

We are proud of what we have achieved as an organisation in addressing and eliminating the gender pay gap, and we offer reflections in this report on the work undertaken and what we will do to maintain our position.

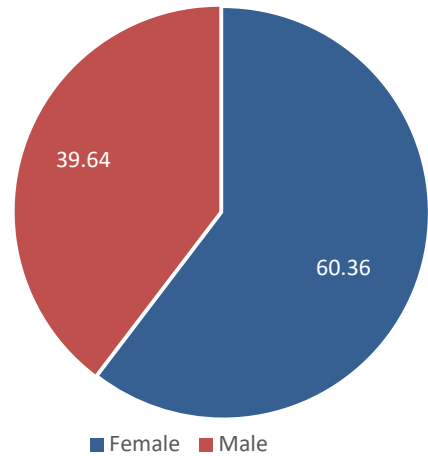
Our Gender Pay Gap

A data snapshot on 31 March 2022 showed that females comprised 60.36% of the workforce, with males making up the remaining 39.64%.

Gender Profile



Breakdown of Employees by Gender



2022	2021	Difference
<i>Men</i>	<i>Men</i>	
39.64 %	43.59 %	- 3.95%
<i>Women</i>	<i>Women</i>	
60.36 %	56.54 %	+ 3.82 %

2022/2021 Comparison - Gender profile

Gender Pay Gap in Hourly Pay:

Mean
-0.59%
Gender Pay Gap

The mean gender pay gap in hourly pay is the difference between the male mean hourly pay and that of females' mean hourly pay. The mean is the average calculated by dividing the sum of all rates of pay (male or female) by the number of employees. **The mean gender pay gap in hourly pay as a percentage for NCC is -0.59%** which means that the hourly rate for men is 0.59% below the hourly rate for women; in simple terms, women within the organisation get paid narrowly more than men. In the previous reporting year, the average hourly rate for men was 1.41% greater than women.

The gender pay gap in this organisation, has always been historically quite low, but minor discrepancies in pay were driven by higher numbers of males in roles which required specific skills or knowledge, particularly within middle management roles (Pay bands 8–10). A significant influx of females following a TUPE transfer into the organisation in October 2021 has had a noticeable impact upon figures within this report. This is because a significant number of these individuals were employed within Upper or Upper Middle bands (or the equivalent thereof).

2022/2021 Comparison - Mean Hourly Rate

2022	2021	Difference
<i>Men</i>	<i>Men</i>	
£15.07	£14.89	+ 0.18
<i>Women</i>	<i>Women</i>	
£15.16	£14.68	+ 0.48

Median 0.00% Gender Pay Gap

The median gender pay gap in hourly pay is the difference between the male median hourly pay and female median hourly pay. The median is the midpoint of a range of values therefore the mid hourly pay point for both males and females within the organisation.

Within NCC the gender gap in median hourly pay between male and female employees is 0.00% (females earn the same as males)

The gender pay gap in NCC is substantially below the provisional ONS figure for the 2022 national average median pay gap for all employees, which is 14.9% in favour of male employees.

The Council uses local pay bands with specific pay ranges as set by the National Joint Council for local government services. Bands vary by levels of responsibility and each band has a set range of increments. Employees move through the increments through time regardless of gender. For the purposes of this report, hourly rate is calculated from base pay.

2022/2021 Comparison - Median

2022	2021	Difference
<i>Men</i>	<i>Men</i>	
£12.92	£12.69	+ 0.23
<i>Women</i>	<i>Women</i>	
£12.92	£12.69	+0.23

The difference in median pay remains the same as the previous year. The median hourly rate of pay has increased for both men and women.

Bonus Gender Pay Gap

The pay framework for NCC does not allow for bonus payments to be made to employees. We do not therefore have data for this part of the report.

Proportion of Males and Females in each Pay Quartile

The gender pay gap regulations require reporting for the organisation to be split into 4 quartiles dependent on earnings and gender. For NCC, this is based upon pay bands as follows:

Upper: Senior manager grades + Pay Bands 7-13

Upper Middle: Pay Bands 5, 6, 7

Lower Middle: Pay Bands 4, 5

Lower: Pay Bands 1, 2, 3, 4

The percentage of female employees has increased across all quartiles since we last reported our data at the end of March 2022. It is likely that this has been driven in part by the influx of a significant number of females into the Council within the reporting period following a large scale transfer of staff under TUPE Regulations. However, it could also demonstrate that females are more readily moving into more senior positions within the Authority.

2022/2021 Quartile Comparison

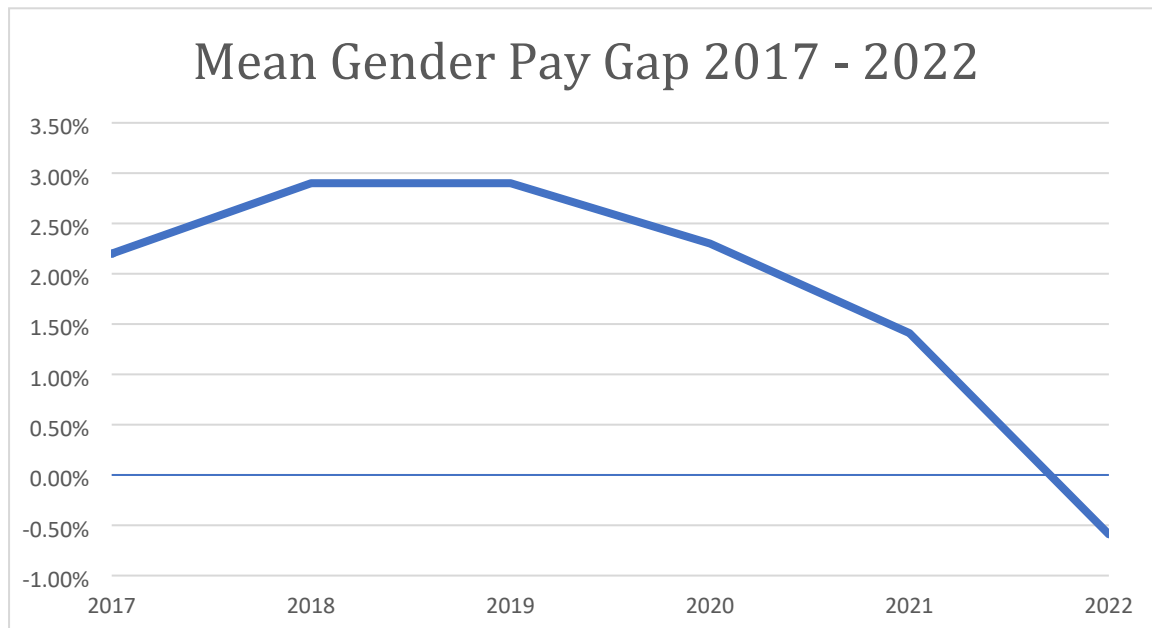
	Men 2022	Men 2021	Difference for men	Women 2022	Women 2021	Difference for women
<i>Upper</i>	36.42%	42.98%	-6.56%	63.58%	57.02%	+6.56%
<i>Upper middle</i>	44.17%	48.45%	-4.28%	55.83%	51.55%	+4.28%
<i>Lower middle</i>	35%	38.68%	-3.68%	65%	61.32%	+3.68%
<i>Lower</i>	42.96%	44.24%	-1.28%	57.04%	55.76%	+1.28%

What does this mean?

The Gender Pay Gap within Northumberland County Council remains one of the lowest compared to other North East Regional Authorities that published data in 2022. Data has been compared through published data on the government website. It is also considerably lower than the national average provisional figure for all employees which is 14.9% (Office of National Statistics – 2022: Gender Pay Gap in the UK). We are extremely proud of the efforts we have made to ensure that all of our employees are treated equally; the fact that women in our organisation get paid narrowly more than men (as evidenced by the negative mean pay gap) is very much the exception to the norm across the UK, and the figures outlined in this report bear testament to our commitment that we will eradicate unequitable disparity in pay across the organisation.

The gap in pay between men and women within the organisations has been on a downward trend for a number of years, and while this trend has continued, we should note that there are extenuating factors for this period which may have driven a further narrowing of the gap. In October 2021, just over 600 employees working in Adult Social Care transferred to the Council under TUPE Regulations following the cessation of a partnership with a local NHS Healthcare Trust. The vast majority (circa) 80% of these employees were women, and of those women, a significant number of those worked at senior manager grades, or upper-middle pay bands.

What are we doing? - How we support gender and pay equality within the organisation



As an organisation, equality, diversity and inclusion are very important to us. We want to create an organisation where staff feel valued and empowered to be their best whoever they are and whatever their background. We have achieved much, and the chart above shows that we have made significant progress in addressing historic disparities between the pay of men and women. We have a number of initiatives and support measures in place to ensure that pay for males and females within the organisation remains equitable and fair and that the progress we have made in this area is not undermined.

Many of these measures also help to inform and support our broader commitment to equality and diversity to ensure that each and every one of our employees has equal access and opportunity and the freedom to be the best they can be irrespective of who they are or whatever protected characteristic they may have.

- We support and develop the careers of females within the organisation and have put strategies in place to ensure females are not disadvantaged in comparison to male employees. We work with service leads to remove unconscious bias when forward / succession planning, by using an internally devised Succession Planning electronic toolkit to support managers.
- We review our Pay Policy on an annual basis to ensure the policy meets objectives.
- We run extensive campaigns to promote International Women's Day which are actively and enthusiastically supported by our many senior female leaders, and Council Members.
- We work closely with local schools and colleges within Northumberland to showcase the range of opportunities available for young people, and to promote our ambition to be the employer of choice within Northumberland. We are active supporters of National Apprenticeship week, and our apprenticeship programme helps to break down barriers for young women and gain skills and expertise in areas which were historically gender biased.

- Our job adverts state that posts will be open to flexible working patterns. We have also carried out a comprehensive review of our recruitment process to ensure that actual and potential barriers to entry for groups with a protected characteristic (including gender) are removed. This includes the removal of unconscious bias by anonymising applications prior to shortlisting.
- We have worked to increase the quality of our demographic data. This has allowed us to identify areas where certain groups, including females are underrepresented.
- We have a number of Staff Network Groups across the Council and these continue to grow in strength and number. The Menopause Staff Network Group provides guidance, advice and mutual support and has been invaluable for many females in the organisation. The Group has also been instrumental in raising awareness around the menopause, and in August 2022, members of the Council's executive team, Equality, Diversity and Inclusion team, and representatives from the Menopause Staff Network Group, signed the Wellbeing of Women Menopause Workplace Pledge.
- The Council is also recognised as 'Committed to be being a Menopause Friendly Employer' by Menopause Friendly, and are currently working towards accreditation, following an independent assessment.
- We have a range of policies and working practices to promote and sustain work life balance including various flexible working patterns for example part-time, flexitime, home working, maternity, paternity, adoption, dependent and shared parental leave. As the COVID-19 pandemic begins to surpass we have also moved to a blended approach to home / office working which has provided many of our employees, particularly those with childcare or other caring responsibilities with a much higher degree of flexibility.

Conclusion

Since the introduction of reporting requirements, the pay gap within Northumberland County Council has seen a consistent reduction. The figures in this report are testament to the hard work and absolute commitment of our staff in ensuring that this is an organisation which values fairness, transparency and equality. It is important however that the particular set of figures in this report do not become a statistical anomaly. In the coming months we will reflect upon this data and the data within our broader Workforce Equality Report to identify what we are doing well and what we can do better. We will work with Executive Directors, Service Heads and our Network Groups to drive further improvement, and we will renew efforts to increase the quality of our staff data across the organisation.

Monitoring Arrangements

Actions will be monitored by the Council's Workforce Committee and the accountable officer with the responsibility for this workstream is the Service Director for HR/OD.

Publication Arrangements

This report will be published annually by the Council and will be placed on the Council's website and be made available internally to staff throughout the organisation. The report will also be published on the government website annually to meet legislative requirements.

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