



Northumberland
County Council

Gender Pay Gap Report

March 2018





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Gender Pay Gap Report

Name of Group:	Northumberland County Council Workforce
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Author(s):	Estelle White, Workforce Planning & Information Manager Craig Smith, Workforce Analyst
Approved by:	Kelly Angus Executive Director of HR/OD & Deputy Chief Executive

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1. Introduction

All public sector employers are required to publish information about gender pay gaps by 31 March 2018. The information is based on a snapshot date of 31 March 2017. The gender pay gap shows the difference in the average pay between all men and women in the workforce. If a workforce has a high pay gap this can indicate issues within the organisation and the calculations can help identify the issues.

Gender pay gap is not the same as equal pay which is defined as pay differences between gender when carrying out the same roles/jobs of equal value.

Northumberland County Council's Pay Policy is based on the consistency, fairness and transparency to ensure reward is given fairly irrespective of gender and this can be viewed at www.northumberland.gov.uk.

This report complies with the requirements of government legislation in regards to content and publication. It contains data analysis and sets out the relevant applicable action(s) required by Northumberland County Council ("NCC") to close the gender pay gap in the organisation.

2. Scope of the report

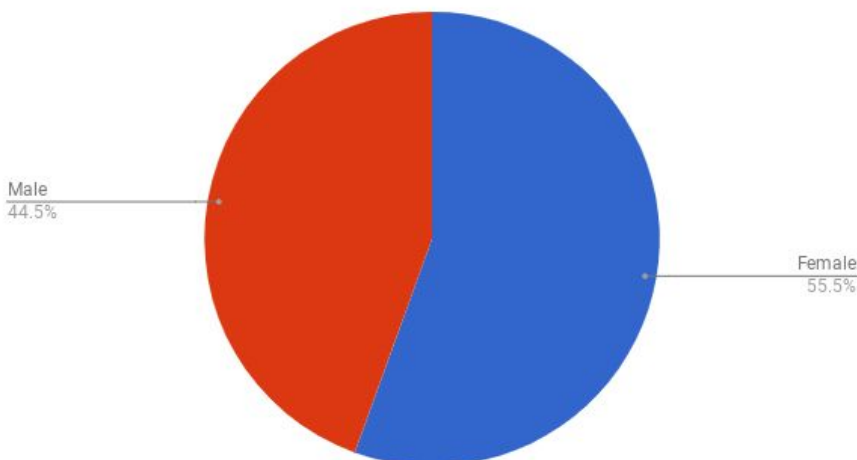
Included in the data used for this report are all employees of Northumberland County Council who were in employment on 31 March 2017. This includes all areas of NCC - Finance, Fire & Rescue, HR/OD & People, Place, Adults and Childrens Directorates but does not include NCC School employees as each school is required to provide their own information as their own organisation.

3. Current position

3a) Gender Profile

The information is based on a snapshot date of 31 March 2017. On this date the workforce consisted of 55.51% female employees and 44.49% male employees within NCC.

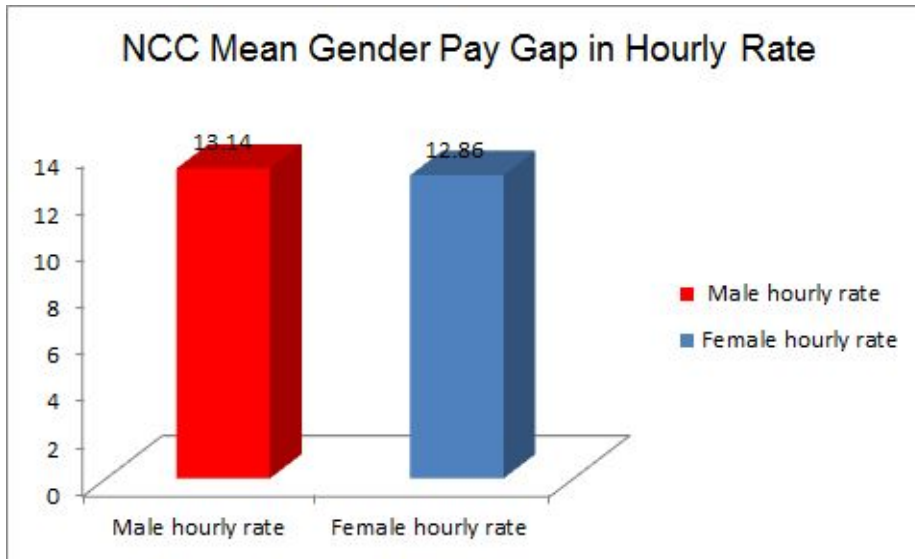
Gender Split NCC as at 31 March 2017



3b) Gender Pay Gap in Hourly Pay

Mean

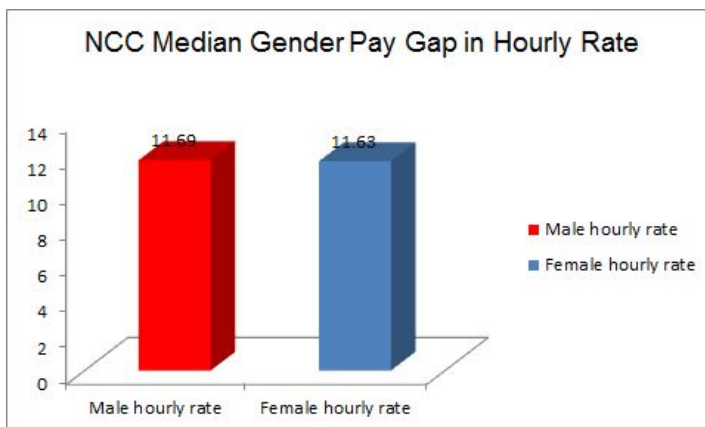
The mean gender pay gap in hourly pay is the difference between the male mean hourly pay and that of females mean hourly pay. The mean is average calculated by dividing the the sum of all rates of pay (male or female) and dividing by the number of employees. The mean gender pay gap in hourly pay as a percentage for NCC is **2.17%**.



Within NCC the average difference in hourly pay from a male to a female is 2.17% (females earn 2.17% less)

Median

The median gender pay gap in hourly pay is the difference between the male median hourly pay 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 0.51% (females earn 0.51% less)

The gender pay gap in NCC is substantially below the provisional ONS figure for the 2017 national average median pay gap for all employees, which is 18.4 in favour of male employees. The gender pay gap in this organisation is due to the males employed having jobs at higher grades that relates to the skills and knowledge required for the role compared to females, particularly within middle management roles (Pay bands 8-10), this being is the only work quartile in which males outweigh females. NCC uses local pay bands with specific pay ranges. 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 this report hourly rate is calculated from base pay and allowances.

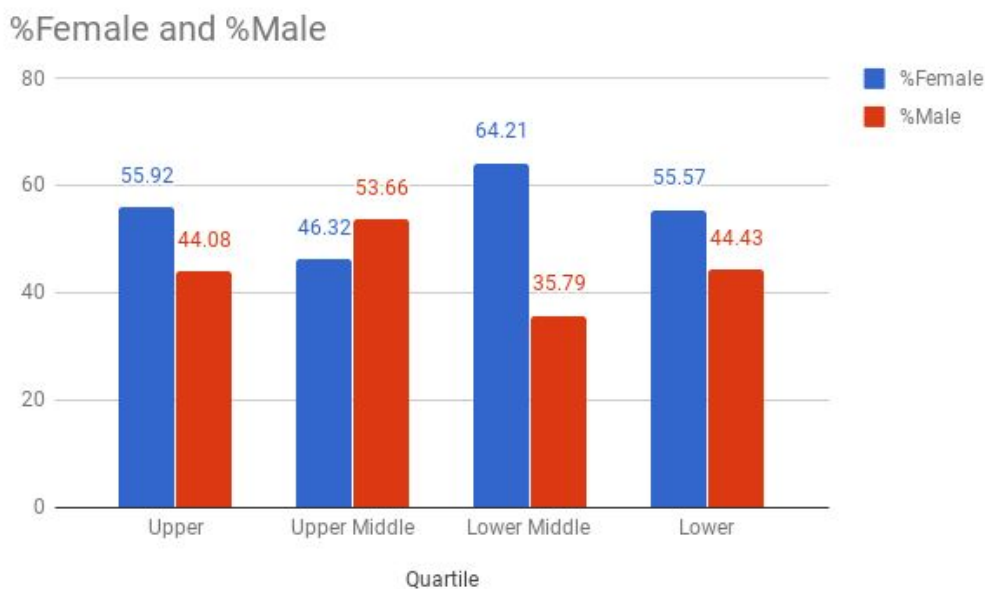
4. Bonus Gender Pay Gap

Following a job evaluation and single status exercise in 2011, the pay framework for NCC does not allow the provision of bonus payments to employees. Therefore there is no data in relation to this as part of the report.

5. 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 reflected a split in 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 2 ,3,4



The percentage of female employees are similar in the upper and lower quartiles (about 56%). In the middle quartiles the results are mixed. Upper Middle is the only quartile where there is a higher percentage (53.66%) of males. The majority of first line manager roles in areas that in the past have been male dominated work areas such as Planning, Highways Maintenance and Neighbourhood services roles are part of this quartile. In the lower middle quartile just under two thirds (64.21%) of employees are female. The higher proportion of females to males in most quartiles of the organisation will be a consequence of two factors: females occupying more junior roles and the senior management within NCC, defined as the organisations leadership team, has a high percentage of female employees. The Upper Middle quartile result is explained by roles within service areas at Pay Bands 5,6 and 7 being predominantly male.

6. Conclusion

The Gender Pay Gap within Northumberland County Council is lower than other regional local authorities compared through published data on the government website, with both hourly rate percentages at mean and median at less than 2.2 %. It is also considerably lower than the national average figure for all employees. Although this is a positive situation, NCC is committed to reducing and hopefully eliminating the gender pay gap in the future, as set out below.

7. Actions to remove the Gender Pay Gap - what is next for NCC?

NCC is committed to reducing its gender pay gap, and supporting the development of all of our employees through a range of actions. The very Senior Leadership team composition has changed recently and comprises 7 roles, of which 5 are occupied by females. The next stage of development will be to increase females in senior manager service roles to enable a more balanced representation in this area (Upper Middle Quadrant) .

Planned actions in support of this objective, and in line with NCC's Public Sector Equality Duty, are : -

Future Talent

- Support and develop the careers of females within the organisation and put strategies in place to ensure females are not disadvantaged in comparison to male employees. In particular in succession planning by working with service leads to remove unconscious bias when forward planning and assess competencies for roles.
- Review Pay Policy annually, undertake gender pay analysis to ensure gender pay differences are addressed.

Supporting Working Families

- Continue to support return to work following maternity or adoption leave and also support whilst on leave through Keep in Touch days to continue communication as an employer. NCC hold a number of family friendly policies such as Shared Parental leave, flexible working policy, leave of absence and flexitime scheme to support return to work where possible and sustain employment. We aim to encourage an open attitude to provide flexible solutions to fit with personal circumstances.

Inclusion

- Review of recruitment practices and procedures including identifying and removing any barriers for entry such as anonymised applications to remove unconscious bias
- Dignity at work policy has been revised to ensure bullying or harassment has a clear line of reporting
- Employee engagement is a part of the HR & OD strategy to increase engagement in all areas and in particular with those with protected characteristics including gender.

8. Monitoring Arrangements

Actions will be monitored by the Council's Workforce Committee on a quarterly basis and the accountable officer with the responsibility for this workstream is the Executive Director of HR/OD and Deputy Chief Executive.

9. 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 onto the government website annually to meet legislative requirements.