

# **GENDER PAY GAP REPORT**

**AS AT 31 MARCH 2018**





## INTRODUCTION

Epping Forest District Council is required to publish an annual Gender Pay Gap report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The information contained within this report is for the snapshot date of 31 March 2018.

## GENDER PAY GAP DATA

- The mean gender pay gap is 15.43%
- The median gender pay gap is 17.99%
- The proportion of Males and Females who received bonus payments is 0%
- The mean gender pay gap in bonus pay is 0%
- The median gender pay gap in bonus pay is 0%

The percentage of male and female split into quartile figures are as follows:-

Band	Pay Quartile	Female	Male
A	Lower	65%	35%
B	Lower Middle	71%	29%
C	Upper Middle	51%	49%
D	Upper	41%	59%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 using data from the Council's HR and Payroll system. Please note that the figures have been rounded up or down to the nearest whole number.

## WHAT ARE THE REASONS FOR EPPING FOREST DISTRICT COUNCIL'S GENDER PAY GAP?

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

Epping Forest District Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic as set out above). As such, it:-



- Publishes an annual pay statement which is discussed by its Joint Consultative Committee, comprised of Councillors, Service Director for the People Team and Union representatives for final agreement by full Council.
- Evaluates job roles and pay grades as necessary to ensure a fair structure.

Epping Forest District Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles are evaluated at.

Across the whole economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisation), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in qualified technical and IT related roles, which attract higher rates of pay than other roles at similar levels for seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of Epping Forest District Council's workforce, where the majority of its lower graded posts are held by women, while the majority of line manager and senior manager roles are held by men. In addition, the majority of its senior leadership roles are held by men rather than women.

This can be seen above in the table depicting pay quartiles by gender. This shows Epping Forest District Council's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (lower quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men and women in each Band. However, within Epping Forest District Council, roughly 65% of the employees in Band A are female and 35% are male. The percentage of male employees increases in Bands C; 51% and Band D; 59%. The lower middle quartile, Band B, is dominated by female employees, 71%.

### **HOW DOES EPPING FOREST DISTRICT COUNCIL'S PAY GAP COMPARE WITH THAT OF OTHER ORGANISATIONS?**

The vast majority of organisations have a gender pay gap and we are pleased to be able to say that Epping Forest District Council's gap compares favourably with that of other organisations, including those within the public sector.

The mean (average) pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figure is 17.1%, while in the public sector it is 17.5%. At 15.43%, Epping Forest District Council's mean gender pay gap is lower than both that for the whole economy and that for our sector.



The median (middle) gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%, while in the public sector it is 19.0%.

At 17.99% Epping Forest District Council's median pay gap is lower than both that for our sector and almost on par with that of the whole economy.

Epping Forest District Council does not pay bonus payments to either male or female members of staff and therefore there is a 0% pay gap for all bonus payment calculations.

### **WHAT IS EPPING FOREST DISTRICT COUNCIL DOING TO ADDRESS ITS GENDER PAY GAP?**

While Epping Forest District Council's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the public sector, this is not a subject about which Epping Forest District Council is complacent, and it is committed to doing everything that it can to reduce the gap. However, Epping Forest District Council also recognises that its scope to act is limited in some areas – it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

Epping Forest District Council continues to promote gender diversity in all areas of its workforce include the following: -

- Provision of the Springboard training programme for its female staff members to encourage employees to challenge themselves to think differently about their life and career goals. This programme is designed to help women assess themselves and their current situation, set goals and then develop the practical skills and self-confidence needed to achieve those goals.

The main benefits reported within Epping Forest District Council were: increased confidence, improved working relationships, delegates feeling more motivated and optimistic, increased enthusiasm and willingness to take on additional tasks and feeling calmer and healthier through addressing work life balance issues.

- Home working is supported throughout the organisation and a number of employees at senior levels have taken this up.
- Flexible working initiatives are widely encouraged. Employees are encouraged to develop working patterns which support their work life balance e.g. flexible start and finish times, a mix of home and office working, term time working etc. As at the report date we have over 200 part time members of staff, the majority of whom are female employees and there are over 140 different work patterns recorded on our HR system.
- The provision of a comprehensive corporate training programme, supports all staff in updating their skills and providing personal development opportunities. The programme also supports employees to study whilst at work as well as opportunities for internal apprenticeships.



- A Coaching and mentoring programme is available.
- The Council are undergoing a transformation programme and the pace of change has markedly increased since our 2017 GPG report, and a new operating model is partially in place. Although we have yet to recruit to all new management posts, I am pleased to advise that of the two available Strategic Director level posts, we have made one female appointment. At Service Director level, of the six available positions, two are female appointments. The next level of management comprises fifteen positions and so far, eight positions have been appointed to and there is an equal split between male and female appointments.

With further recruitment planned and the lifting of ringfenced positions we hope that more female appointments will follow. Our employees have been encouraged to see female appointments at high levels within the organisation.

Moving forward, with the introduction of our new HR and Payroll software, we will be able to create an accurate evidence base: to identify any barriers to gender equality and inform priorities for action. Epping Forest District Council will be able to introduce gender monitoring to understand:

- The proportion of men and women applying for jobs and being recruited;
- the proportion of men and women applying for and obtaining promotions;
- the proportion of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

None of these initiatives will, of itself, remove the gender pay gap – and it may be several years before some have any impact at all. In the meantime, Epping Forest District Council is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.



## COMPARISON TO 2017 DATA

I am pleased to advise that there has been a reduction in our pay gap which has decreased by 0.71%. This is principally as a result in the increase of female employees in the Upper Middle quartile. While this is a relatively small reduction, it is a step in the right direction and hope that we will be able to continue to report reductions in the coming years.

There has been an increase in the median pay gap, by 1.78%. This is likely due to the number of females employed as opposed to men, the male/female split, receiving full relevant pay, at 31<sup>st</sup> March 2018 was as follows:-

Female	369	Male:	273	Difference:	96
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As previously advised, in the coming years, Epping Forest District Council plans to extend its evidence gathering to include qualitative data. It will do this, through a consultation exercise across all areas and levels of the organisation to identify the barriers (and the drivers) for our female employees.

We are in the process of rolling out a new recruitment and retention strategy and will use our findings to set some objectives, in order to facilitate reducing the gender pay gap.

Any further initiatives launched throughout the year will be reported on the company intranet.

I Paula Maginnis, Service Director – Business Support Services, confirm that the information in this statement is accurate.

Signed 

Date: 25th March 2019