

# West Lindsey District Council - Gender Pay Gap Report 2018

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, West Lindsey District Council is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 31 March 2018.

The mean gender pay gap	-5.46%
The median gender pay gap	-31.14%
The mean gender bonus gap	N/A
The median gender bonus gap	N/A
Proportion of male employees receiving a bonus is	N/A
Proportion of female employees receiving a bonus is	N/A

The negative percentage illustrates that overall, male employees have lower pay than female employees.

West Lindsey District Council does not pay bonuses.

## Pay Quartiles by Gender

Band	Males	Females	Description
A	60%	40%	Includes all employees whose standard hourly rate places them in the lowest quartile ( <b>lowest paid</b> )
B	40%	60%	Includes all employees whose standard hourly rate places them above the lower quartile
C	33%	67%	Includes all employees whose standard hourly rate places them below the upper quartile
D	41%	59%	Includes all employees whose standard hourly rate places them in the top quartile ( <b>highest paid</b> )

## What are the underlying causes of West Lindsey'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
- work of equal value

West Lindsey 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 set out above). As such, it:

- carries out pay and benefits audits at regular intervals
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews
- evaluates job roles and pay grades as necessary to ensure a fair structure

West Lindsey 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 attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), 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 technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority.

At West Lindsey District Council however this is not the case with women making up a significant number of senior roles (evidenced by their 59% occupancy of Band D highest quartile paid roles). There are also a significant number of women in technical and IT related roles and also in graduate and professional roles. In contrast, Band A (the lowest paid quartile) is dominated by 60% men. The roles occupied are primarily from the waste services division in general labouring, street cleansing and driver roles. There are no female employees employed in any of these roles at the present time.

Nationally, women are more likely than men to have had breaks from work that in many organisations will 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.

At West Lindsey District Council this is not the case. A high proportion of the workforce is made up of women who have had breaks from work and returned to roles where they have continued their career progression. Equally a large number of West Lindsey District Council's employees are working part time but again have not experienced any detriment in pay terms. The data seems to indicate that we do not reflect the pattern of the UK economy as a whole and that our flexible working and associated policies are effective in supporting women in the workplace. This can be seen in the table above depicting "Pay Quartiles by Gender".

### **How does West Lindsey District Council's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap. In the case of West Lindsey District Council however, the gender pay gap is unusual, in terms of it being a negative figure indicating that men are paid less than women. West Lindsey District Council is 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 attract

The median gender pay gap for the whole economy, according to the October 2018 Office for National Statistics "Annual Survey of Hours and Earnings" (ASHE) figures, is 17.9%.

If we focus on "local government administrative occupations" the gender pay gap was 16.4%.

At **-31.14%**, West Lindsey's median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

Signed: A handwritten signature in black ink, appearing to be "P. S. [unclear]".

Job Title: Executive Director of Operations/Head of Paid Service

Date: 29<sup>th</sup> March 2019