

## Gender Pay Gap

High Peak Borough Council (HPBC) is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31<sup>st</sup> March 2017.

On 31<sup>st</sup> March 2017 on HPBC payroll there were 134 Males (43%) and 175 Females (57%) and the calculations are:

<b>Calculation (hourly rate)</b>	<b>High Peak %</b>
Mean gender pay gap %	-4.82%
Median gender pay gap%	-13.3%
Mean bonus gender pay gap%	0%
Median bonus gender pay gap%	0%
Proportion of males receiving a bonus payment %	0%
Proportion of females receiving a bonus payment %	0%

### Pay Quartiles by Gender

Pay quartile data indicates the distribution of full pay between male and female staff in each pay quartile:-

<b>Pay Quartile</b>	<b>Male %</b>	<b>Female %</b>
Lower Quartile (Band 1)	70.1%	29.9%
Second Quartile (Band 2)	37.7%	62.3
Third Quartile (Band 3)	29.9%	70.1%
Upper Quartile (Band 4)	35.9%	64.1%

The figures set out above have been calculated using the standard methodologies used in the Equality Act (2010 (Gender Pay Gap Information) Regulations 2017.

### What are the underlying causes of HPBC 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.

HPBC 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; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

HPBC 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 Council 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. 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.

#### How does HPBC gender 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 HPBC gap compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, while in the retail and wholesale sector it is 18.9%. At -4.82%, HPBC mean gender pay gap is significantly lower than both that for the whole economy.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%, while in the retail and wholesale sector it is 17.9%. At -13.31%, HPBC median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

#### What is HPBC doing to address its gender pay gap?

While HPBC gender pay gap compares favourably with that of organisations both across the whole UK economy and within the retail and wholesale sector, this is not a subject which HPBC is complacent about, and it is committed to doing everything

that it can. However, HPBC 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.

To date, the steps that HPBC has taken to promote gender diversity in all areas of its workforce include the following:-

**Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, HPBC monitoring the following:

- the proportions of men and women applying for jobs and being recruitment;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the number of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the Council;
- the proportion of men and women who return to their original job from a return to work after a period of maternity or parental leave;
- 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.

**Flexible Working Policy:** The flexible working policy has been reviewed recently and is open to all employees within the Council. All employees will be considered for flexible working regardless of their role and level of seniority and flexible working need not be limited to part-time working. This resulted in a flexible working toolkit being developed with staff and the trade unions and a pilot of the new toolkit was completed in 2017. The new toolkit is due to be launched in April 2018 following full approval. Managers will be provided guidance on its implementation and monitoring on the effectiveness of the toolkit will be undertaken.

None of these initiatives will, of itself, remove the gender pay gap, HPBC 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.

In the coming year, HPBC is also committed to:

- Reviewing reward and recognition.
- Reviewing the recruitment and selection procedure.
- Rolling out a management development programme.

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