

Solihull MBC

# Gender Pay Gap Report

Data as at 31 March 2022 for  
Reporting Deadline of  
30 March 2023

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## Foreword

Under regulations introduced in 2017 to the Equality Act 2010, public sector organisations with 250 employees or more on the 'snapshot date' (31 March of each year), who are subject to the public duties under the Act, must report on their gender pay gap calculations by 30 March of each year and upload onto the Government website. It is a legal requirement for all relevant employers to publish their gender pay gap statutory calculations on their own website.

The gender pay gap refers to the difference in average hourly earnings of men and women as a percentage of men's earnings. Addressing the gender pay gap is not about promoting women over men, nor equal pay issues, but it is about ensuring that there is an equal opportunity for women to progress within an organisation, and society as a whole. Using the Office for National Statistics (ONS) data from the Annual Survey of Hours and Earnings (ASHE) provisional results as at October 2022, the median gender pay gap for the UK was 14.9% and the mean at 13.9%.

Solihull Council can demonstrate that it pays men and women the same salary for work of equal value following the implementation of the Single Status Agreement in 2000 and uses the nationally negotiated pay spine as the basis for its local grading structure. Grades vary according to the level of responsibility and roles are evaluated through a job evaluation process in accordance with the equality tested National Job Evaluation Schemes.

The Government also recommends to employers to publish a supporting narrative to the publication of the statutory gender pay gap information, to help anyone reading the figures to better understand the information and what the employer has done to analyse and close the gap. Each year the Council produces a narrative report to accompany the statutory publication of the Council's gender pay gap calculations, which includes key actions it will take to reduce the gender pay gap and increase the pace of work towards gender balance across the organisation.

We have noted the increase in the GPG for the Solihull borough where the Mean average increased from 14.1% to 19.1% and a borough Median average increased from 21.3% to 32.9%.

We are conscious of the impact of the COVID 19 pandemic and the changes in working patterns, job roles or worker types locally and nationally which from ONS advice, may have impacted on their ASHE estimates from 2020 onwards. ONS estimates for 2020 and 2021 are subject to more uncertainty than usual however the Council will continue to use ONS and Government published gender pay gap figures over the longer term to understand the trends.

Page 10 and 11 of this report, provides a summary of how the Council has progressed on its planned GPG actions up to January 2023. Page 12 give details of actions we will be completing in the year 2023/24.

## Executive Summary

Gender pay gap analysis shows the difference in average pay between all men and women in a workforce, expressed as a percentage of men's earnings. 'Workers' are defined as those who count as 'employees' under the Equality Act 2010.

There are two types of workers for gender pay gap calculations:

- (i) A **Relevant employee** - applies to all employed workers (including Apprentices) in the Council on the snapshot date regardless of hours/reduced hours or patterns of work. Relevant workers are only included in calculations for bonuses and quartile figures.
- (ii) **Full Pay relevant employees** are those workers (including Apprentices) used in the calculations of hourly rates of pay on the snapshot date who received their normal/ordinary contracted pay in March. This is not the same as a full time equivalent post.

Gender pay gap reporting is different to Equal Pay:

### Equal Pay is about:



Pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Men and women are paid equally for the same like work.

### Gender Pay Gap is about



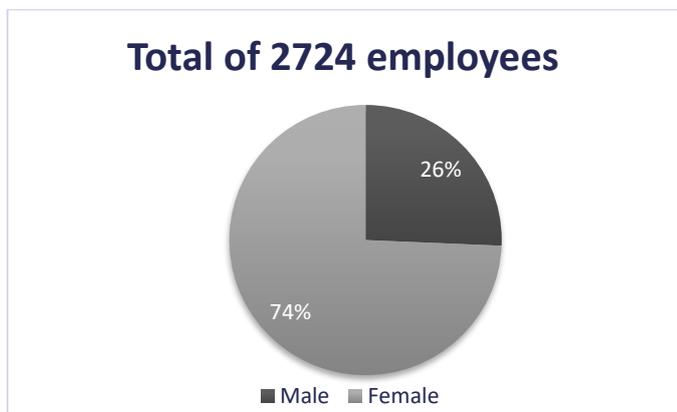
Differences in average hourly pay and bonuses between all men and women in a workforce, expressed as a percentage of men's earnings.

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Local government employs over 1.5 million people, 75% of whom are women. Solihull, like many other public sector organisations, has a similar workforce profile where a large percentage are women.

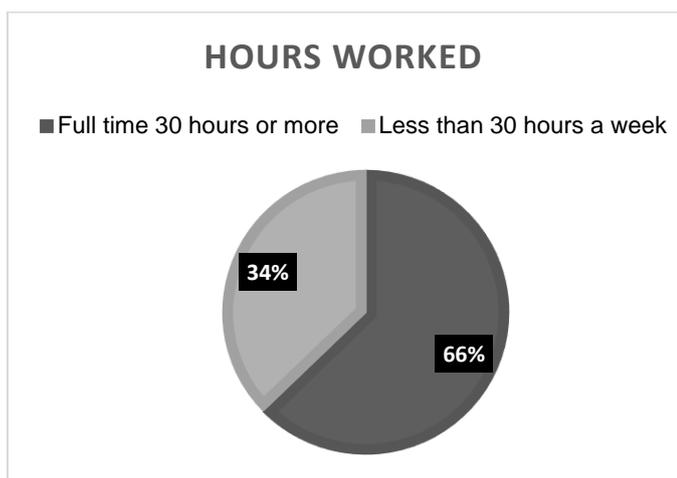
## Solihull Council - Workforce distribution by gender:

Table A:



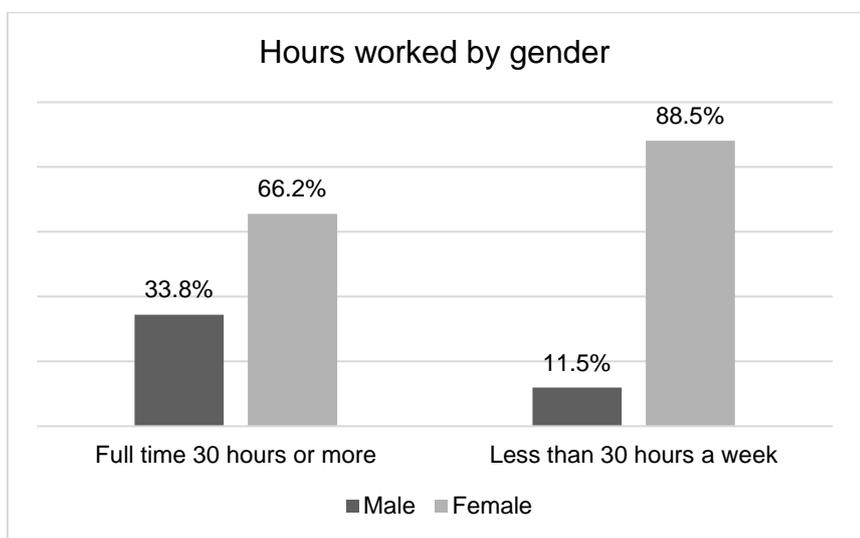
Although the number of employees in the Council has reduced from 2778 to 2724 employees, the gender workforce split was the same as previous years.

Table B:



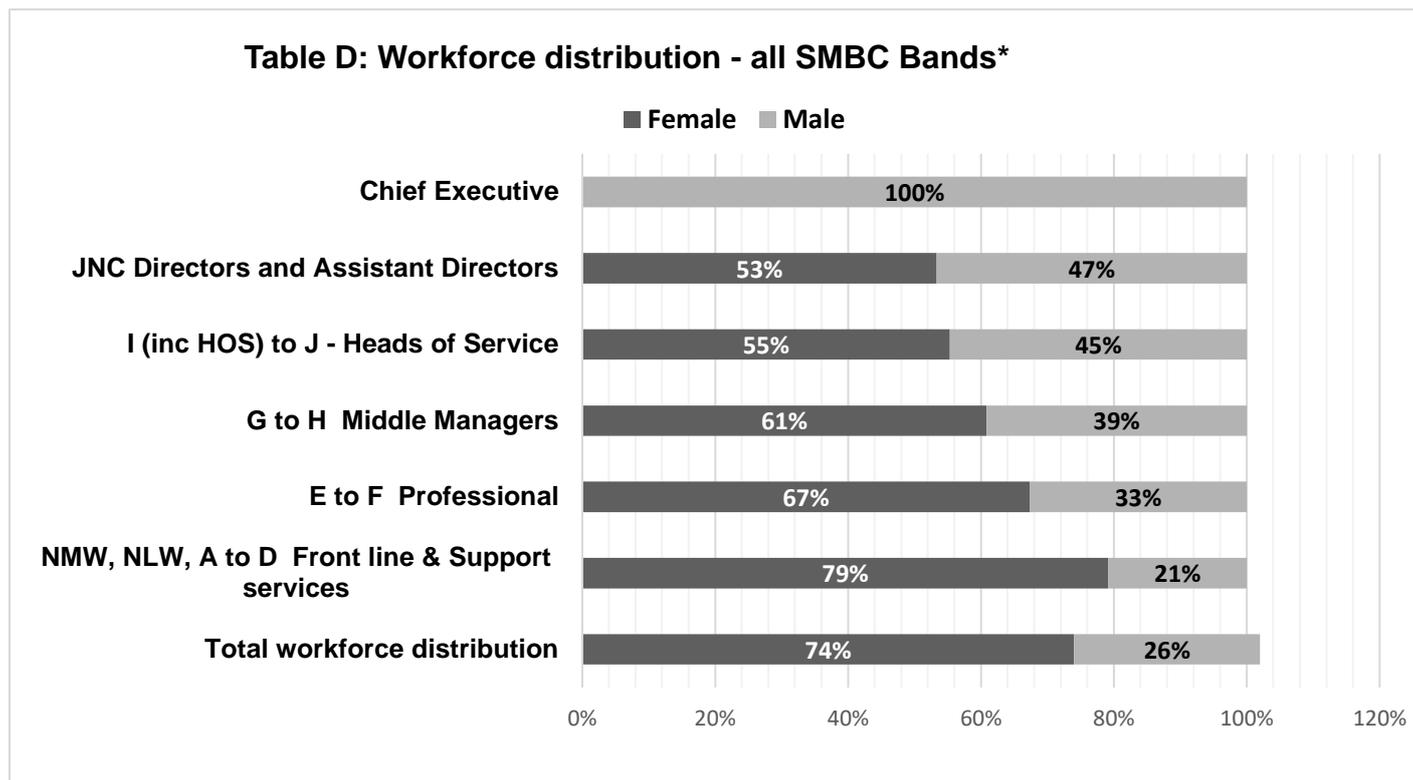
34% of Council employees worked either part-time (less than 30 hours per week) and 66% full time compared to the previous year where the split differed slightly where there was 37% part time and 63% full time.

Table C:



Women make up the largest proportion of employees who work full and part time in the Council. The proportion of males in full time work was three times more than those males who work part time (less than 30 hours a week).

Table D below shows the workforce distribution as at 31 March 2022 in terms of gender and key job types in the Council:



\*Based on 2463 post classed as Full Pay Relevant employees on SMBC Job Evaluation Bands. Excludes TUPE posts.

The table below shows the GPG mean average calculation per Directorate:

Directorate	Employees		As at March 2022		As at March 2021
	Male	Female	Hourly £/pence pay gap	% Pay gap	% Pay gap
<b>Adult Care and Support</b>	80	353	<b>£0.60</b> More for females	<b>3.2%</b> In favour of females	<b>1.4%</b> In favour of females
<b>Childrens Services</b>	105	485	<b>£1.27</b> Less for females	<b>5.6%</b> In favour of males	<b>7.9%</b> In favour of males
<b>Economy &amp; Infrastructure</b>	215	310	<b>£3.18</b> Less for females	<b>15.1%</b> In favour of males	<b>15.3%</b> In favour of males
<b>Public Health</b>	24	77	<b>£1.45</b> Less for females	<b>6.3%</b> In favour of males	<b>5.1%</b> In favour of males
<b>Resources</b>	281	678	<b>£5.64</b> Less for females	<b>25.6%</b> In favour of males	<b>25.0%</b> In favour of males
<b>Resources ex catering</b>	275	368	<b>£1.79</b> Less for females	<b>8.1%</b> In favour of males	<b>8.1%</b> In favour of males

## Senior Management Representation

As at 31 March 2022, the Corporate Leadership Team (CLT), led by the Chief Executive remained at six Chief Officers, however, the representation is now equally split to three men and three women compared to March 2021 where there were four women.

There were 62 senior leaders, 34 females and 28 males. This was an increase of two males and three females from the previous year at Head of Service level and above. All senior managers worked full time (30 hours and above) apart from one female who worked less than 30 hours a week.

Analysis of gender pay gap data for senior leaders (excluding the Chief Executive hourly pay) has shown that there remains a slight mean average gender pay gap in favour of women. As at March 2021 the mean average was 2.77% or £1.11, to 31 March 2022 where the mean average was 0.9% or £0.42 in favour of women. This moves the senior management representation to a demonstratable good gender balance of pay between males and females.

## Statutory Gender Pay Gap Calculations as at 31 March 2022

Measures We Report On:

There are six calculations we are required to report on from the Gender Pay Gap Regulations:

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
<b>Mean bonus gap</b>	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
<b>Median bonus gap</b>	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
<b>Bonus proportions</b>	The proportions of male and female relevant employees who were paid a bonus pay during the relevant period.
<b>Quartile pay bands</b>	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The **mean**, commonly known as the average, is calculated for the gender pay gap when you add up the hourly rates of all male full pay relevant employees and divide the figure by the number of male employees and then do the same for female full pay relevant employees. Once this is completed you compare the two average hourly rates. The mean gender pay gap is the percentage difference between average male pay and female pay. For example, if the mean hourly rate for a male is £10 and the mean hourly rate of a female is £8, then the gender pay gap amount is £2 less or 20%. So, for every £100 earned by a man, a woman would only earn £80.

The **median** is the figure that falls in the middle of a range when male and then female hourly rates are lined up from smallest to largest. The **median** gap is the difference between the employee in the middle of the male hourly rate and the middle employee in the range of female hourly rate. The figure is then expressed, in GPG reporting terms as a %.

## The Six Statutory Gender Pay Gap Calculations for Solihull Council:

### Snapshot date

<b>Calculations 1-4</b>		As at 31 March 2022	As at 31 March 2021	As at 31 March 2020	Difference from 31 March 21 results
1.	Mean average gender pay gap in hourly pay	13.8%	14.1%	13.5%	Down by 0.3%
2.	Median average gender pay gap in hourly pay	19.2%	21.3%	20.3%	Down by 2.1%
3.	Difference in mean bonus payments	25.5%	30.3%	29.0%	Down by 4.8%
4.	Difference in median bonus payments	20.8%	30.7%	33.5%	Down by 9.9%

ONS [data](#) has shown that the gender pay gap has been declining slowly over time; over the last decade it has fallen in the UK by approximately a quarter among all employees (full and part time).

We have compared the Council's gender pay gap results for the mean and median hourly pay to the Office of National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) provisional earnings data for October 2022 for jobs in the United Kingdom in the table below:

Description	Median	Mean
<b>United Kingdom:</b>	<b>14.9</b>	<b>13.9</b>
Non-profit body or mutual association	<b>18.4</b>	<b>15.3</b>
Private sector	<b>19.6</b>	<b>16.7</b>
Public sector	<b>15.9</b>	<b>13.6</b>
<b>England*</b>	<b>15.6</b>	<b>14.6</b>
<b>West Midlands*</b>	<b>15.4</b>	<b>13.4</b>
Non-profit body or mutual association	<b>13.8</b>	<b>12.6</b>
Private sector	<b>19.8</b>	<b>17.2</b>
<b>Public sector</b>	<b>18.8</b>	<b>14.7</b>
<b>Solihull Borough</b>	<b>32.9</b>	<b>19.1</b>
<b>Solihull Council**</b>	<b>19.2</b>	<b>13.8</b>

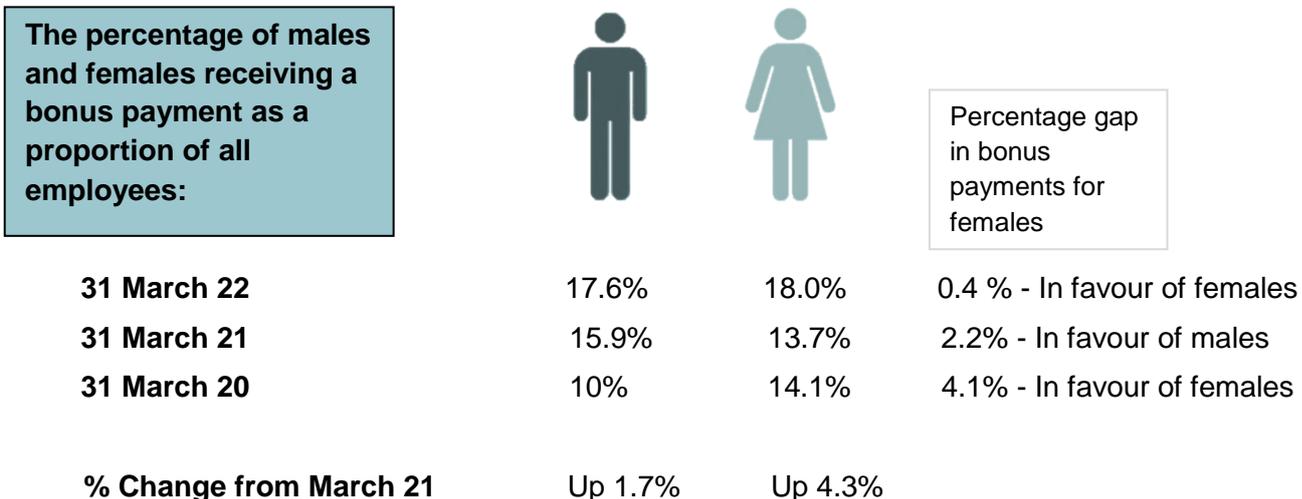
Source: ONS. ASHE October 2022. \*ONS estimates based on the location where people work and not where they live -Work geography table 7.12.

\*\* Solihull Council figures

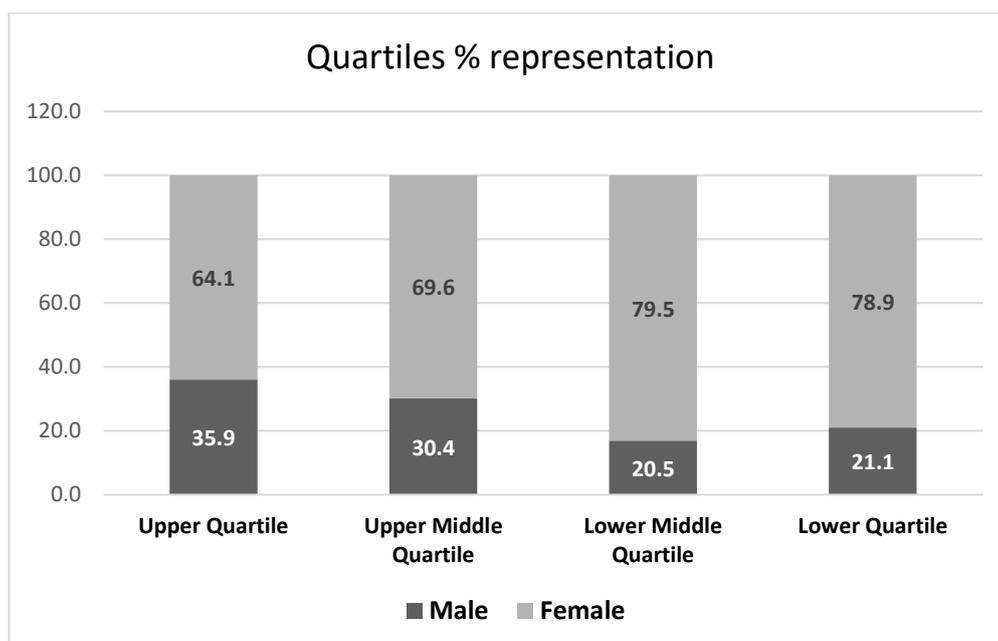
The table above shows that the Median average GPG for the Council is more than 10% below the Median average for the borough but higher than the public sector in the West Midlands and the UK. The Council's Mean GPG is lower than the borough average and the UK but slightly higher by 0.4% to the West Midlands.

### Calculation 5 - Bonus Proportions:

In terms of the public sector, bonus pay means any payment that is in the form of money or vouchers that relates to productivity, performance, incentive or commission. In Solihull Council this covers one-off performance payments and long service awards. Annual incremental values are not included as a bonus despite being performance related but are factored into ordinary pay. As such, the bonus pay calculations do not provide a full picture of performance related payments.



### Calculation 6 -The Proportion of Full Pay Males and Females in Each Quartile Pay Band



The table below compares the quartiles for last four years statutory reporting on the gender pay gap. It shows that the Council is in a similar position to last year's outturn for all quartiles except the Lower middle earnings where there has been a decrease in the number of females in this quartile as the representation of males increased.

Quartile	31 March 2022		31 March 2021		31 March 2020		31 March 2019	
	%		%		%		%	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Upper earnings</b>	35.9	64.1	36.0	64.0	36.4	63.6	37.6	62.4
<b>Upper middle earnings</b>	30.4	69.6	30.1	69.9	29.5	70.5	29.6	70.4
<b>Lower middle earnings</b>	20.5	79.5	16.9	83.1	19.8	80.2	19.7	80.3
<b>Lower earnings</b>	21.1	78.9	21.0	79.0	19.4	80.7	18.3	81.7

## Action Plan to March 2023

	Activity	Due By End	Lead Officer	Comments
1	Target messages to managers and staff to ensure mandatory training on Equality and Diversity and Recruitment and Selection is completed and up to date.	April 2022	Head of Equality & Diversity	<b>Completed at that time</b> However further monitoring on training take up can still be improved. Messaging through directorates and overview of training take up needs to be ongoing. Agreed for further actions to target through managers to improve completion rates.
2	Measure the take up of the new strategy for coaching and mentoring advice to support employees by gender.	June 2022	HR Resourcing & Development Manager	<b>Completed.</b> Figures evaluated show that the take up of coaching and mentoring is representative to the make up of the Council's workforce.
3	Recruitment – Provide additional guidance to staff on selection panels to have a mix of men and women on their panels wherever possible.	June 2022	Head of Equality & Diversity	<b>Completed.</b> Included in Recruitment training
4	Take positive steps to understand the take up and possible barriers to men taking up paternity leave from consultations with staff.	October 2022	HR Policy Team	<b>Completed</b> During staff forums and discussions however, no barriers have been highlighted.
5	Review the Council's Exit Interview process to encourage greater take up by leavers as a positive step to reduce staff turnover and understand deeper reasons why people are leaving and understanding the workplace culture.	October 2022	HR Policy Team	<b>In Progress</b> The Exit Interview process is under review however until the Council's ICT systems has transitioned to the new Oracle Cloud, this review cannot be completed.
6	Recruitment – Evaluate recruitment data over the past 12 months to determine whether we need to develop targets or positive action measures to increase female representation into leadership or job roles across the Council	October 2022	Head of Equality & Diversity	<b>In Progress.</b> The Council is currently developing an Equality, Diversity and Inclusion Workforce Strategy that will include developing targets.
7	Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	December 2022	HR Policy Team	<b>Action Deferred</b> The Council is undertaking a transition of its HR system to Oracle Cloud. Once completed, this will enable this information to be captured and analysed. This action will be carried over to year 2023/2024.

8	Recruitment - Engage with new staff appointments by gender over the last 12 months on their recruitment experience and time working in the Council.	December 2022	Human Resources	<b>Action Deferred</b> Due to staffing capacity issues as a result of being unable to recruit to Equality & Diversity Posts.
9	Tailor a 6 monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	December 2022	Head of Equality & Diversity	<b>Action Deferred</b> As per comment in 7 above.
10	Recruitment - Engage with new staff appointments by gender over the last 12 months on their recruitment experience and time working in the Council.	December 2022	Human Resources	<b>Action Deferred</b> As per comment in 8 above.

## Action Plan to March 2024

Due to the implementation of Oracle Cloud ICT Platform, the action plan below carries forward actions outstanding from year 2022/23. The Council feels that in order to gain a greater understanding on the gender issues in the organisation, the actions below are key to progressing some of the Council's work on addressing the Gender Pay Gap in the Council.

Activity	Due By End	Lead Officer	Comments	
1	Review the Council's Exit Interview process to encourage greater take up by leavers as a positive step to reduce staff turnover and understand deeper reasons why people are leaving and understanding the workplace culture.	October 2023	HR Policy Team	<b>In Progress</b> The Exit Interview process is under review however until the Council's ICT systems has transitioned to the new Oracle Cloud, this review cannot be completed.
2	Recruitment – Evaluate recruitment data over the past 12 months to determine whether we need to develop targets or positive action measures to increase female representation into leadership or job roles across the Council	October 2023	Head of Equality & Diversity	<b>In Progress.</b> The Council is currently developing an Equality, Diversity and Inclusion Workforce Strategy that will include developing targets.
3	Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	October 2023	HR Policy Team	<b>Action carried forward from 2022.</b> The Council is undertaking a transition of its HR system to Oracle Cloud. Once completed, this will enable this information to be captured and analysed.
4	Recruitment - Engage with new staff appointments by gender over the last 12 months on their recruitment experience and time working in the Council.	October 2023	Human Resources	<b>Action carried forward from 2022.</b>
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