

Gender Pay Gap 2018



**WOKINGHAM
BOROUGH COUNCIL**

Forward

Gender pay gap requires employers with 250 or more employees to publish various figures to demonstrate how large the pay gap is between their male and female employees. As a public sector organisation this demonstrates our compliance under the Public Sector Equality Duty.

Wokingham Borough council is committed to having a workplace where everyone is treated with dignity and respect and where equality of opportunity and choice is promoted for all employees. A diverse and inclusive workforce isn't just good for women – it's good for everyone.

We promote working hours and practices which are flexible and enable people to balance work and life in a sustainable way, therefore encouraging more women to make their career in the public sector and supporting more women to return to work on a flexible basis.

We also want to shape our community to ensure good growth, where nobody is left behind. Not only are we raising the aspirations of our workforce we are also supporting our wider community by encouraging educational attainment and developing a progressive apprenticeship strategy.

The value of inclusion and harnessing diversity should not be underestimated and we are proud of the opportunities available to all at Wokingham.

Heather Thwaites
Acting Chief Executive

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require Wokingham Borough Council to produce an annual report on the differences in aggregate pay and bonuses of men and women based on a snapshot of data on 31st March each year. This includes data for 'relevant employees' which relates to three groups of staff and workers at WBC. These are:

- Staff including those on permanent and fixed term contracts
- Casual workers who received pay during the reporting period (March 2018 payroll)
- Staff at our Pupil Referral Unit including those on permanent and fixed term contracts

Local authorities are not required to include school based staff in their Gender Pay Gap reporting.

Employers are required to report:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay
- The proportion of full-pay men and women in each of four quartile pay bands

A positive percentage figure reveals that female employees have a lower average pay or bonus than male employees. A negative percentage figure reveals the opposite, i.e. male employees have a lower average pay or bonus than female employees.

It is important to understand that gender pay gap measures the difference between men and women's average earnings across the organisation. This is distinctly different from equal pay, as set out in the Equality Act 2010, which requires that men and women in the same employment performing the same, or similar, jobs of equal value receive equal pay.

Further information on the Gender Pay Gap is available at www.acas.org.uk/genderpay.

Wokingham Borough 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. We have 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, we:

- carry out pay and benefits audits at regular intervals;
- evaluate job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our 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.

WBC Workforce Profile

Like most public sector employers, WBC has a workforce which comprises a wide and diverse range of skills from numerous industry sectors including front line service and support for adults and children, customer services, education, health, leisure, building control, planning and professional services.

At the time of reporting our 'relevant employee' workforce was made up of:

74% Female
(852)



26% Male
(306)

Ratio of 3:1

39% Part Time
(451)



61% Full Time
(707)

Ratio of 2:3

In addition to the Gender Pay Gap reporting requirements we have reviewed how the mean and median pay gap is reflected for our full time and part time workforces separately. All casual workers have been counted as part time. A significantly higher proportion of females (47%, 399 women) work part time compared to males (17%, 52 men).

Mean Gender Pay Gap

$$\text{Calculation} = \frac{\text{Mean Average Pay for Men} - \text{Mean Average Pay for Women}}{\text{Mean Average Pay for Men}} \times 100$$

The mean gender pay gap at WBC is **13.88%**

The mean gender pay gap for full time workers at WBC is **12.27%**

The mean gender pay gap for part time workers at WBC is **-8.50%**

National average mean gender pay gap (October 2018 Office for National Statistics Annual Survey of Hours and Earnings) is **17.1%**

Median Gender Pay Gap

$$\text{Calculation} = \frac{\text{Median Average Pay for Men} - \text{Median Average Pay for Women}}{\text{Median Average Pay for Men}} \times 100$$

The median gender pay gap at WBC is **26.27%**

The median gender pay gap for full time workers at WBC is **11.52%**

The median gender pay gap for part time workers at WBC is **-5.43%**

National average median gender pay gap (October 2018 Office for National Statistics Annual Survey of Hours and Earnings) is **17.9%**

Gender Bonus Gap

Wokingham Borough Council operates two bonus schemes:

- Performance Related Pay (PRP) for senior management
- Retention bonus for children's social work to support recruitment and retention

Mean Gender Bonus Gap

$$\text{Calculation} = \frac{\text{Mean Average FTE Bonus for Men} - \text{Mean Average FTE Bonus for Women}}{\text{Mean Average Bonus for Men}} \times 100$$

The mean gender bonus gap at WBC is **55.40%**

The mean gender bonus gap at WBC for senior management PRP is **-25.79%**

The mean gender bonus gap at WBC for social worker retention is **11.61%**

Median Gender Bonus Gap

$$\text{Calculation} = \frac{\text{Median Average Bonus for Men} - \text{Median Average Bonus for Women}}{\text{Median Average Bonus for Men}} \times 100$$

The median gender bonus gap at WBC is **16.67%**

The median gender bonus gap at WBC for senior management PRP is **-29.15%**

The median gender bonus gap at WBC for social worker retention is **33.33%**

Proportion of Men and Women who receive Bonus Pay

$$\text{Calculation} = \frac{\text{Number of Men (or) Women receiving a bonus}}{\text{Number of Men (or) Women}} \times 100$$

Female	Male
1.88%	2.29%

Proportion of Men and Women in Quartile Pay Bands

	Female	Male
Lower Pay	80.69%	19.31%
Lower Middle Pay	78.89%	21.11%
Upper Middle Pay	73.70%	26.30%
Upper Pay	61.03%	38.97%

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