

# Gender Pay Gap Report 2023



**WOKINGHAM**  
**BOROUGH COUNCIL**

## 1. PURPOSE OF THE REPORT

1.1 Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees must publish gender pay gap information every year.

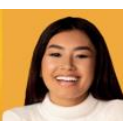
1.2 To make the calculations, data must be gathered from the Council's payroll from a specific date each year. This is called the 'snapshot date', which is 31 March for public sector organisations. Data for agency workers is not included in this report as they are not on the Council's payroll.

1.3 The calculations for 31 March 2023 will be published on the Council's website and the Government Equalities Office website (this must be done by 30 March 2024). This report sets out the figures that will be published and the plans for improving the Council's small gender pay gap.

1.4 The gender pay gap is not about equal pay for men and women. The Council pays men and women on the same grade based on their job role being assessed as being of equal value. We do through a job evaluation scheme. The gender pay gap compares the hourly rate of pay for all men and women across the Council.

1.5 The reasons for variation in the size of the gap will always vary between organisations and will depend in part on the profile of the organisation and what they deliver. Generally, across all organisation the variations can be accounted for on the basis of the following

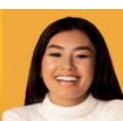
- Men are more highly represented in senior positions
- More women than men work part time and part time tends to be more prevalent at lower levels in the organisation
- More women, than men, take career breaks which can impact on their career progression or later career choices



- Local authorities have a wide range of functions and professions, however many of the lower graded roles tend to be dominated by women for example administration, customer services and libraries
- Some local authorities, as is the case for Wokingham, don't always have all service delivered in house and they are delivered by external partners for example DLOs and Waste and Recycling.

1.6 The introduction of the gender pay gap reporting requirement aims to encourage organisations to address these imbalances where they can.

1.7 In calculating the Council's gender pay gap data, we have applied the definitions and criteria set out in the regulations.



## 2. INTRODUCTION AND BACKGROUND

2.1 The averages used in this report are mean and median. A mean average is calculated by totalling all the values in the dataset; this total is then divided by the number of values that make up the dataset. The median of a group of numbers is the number in the middle, when the numbers are in order of magnitude.

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

2.2 The workforce at the 'snapshot date' of 31 March 2023 was 1,587 employees, which is made up by 1,189 (74.92%) women and 398 (25.08%) men.

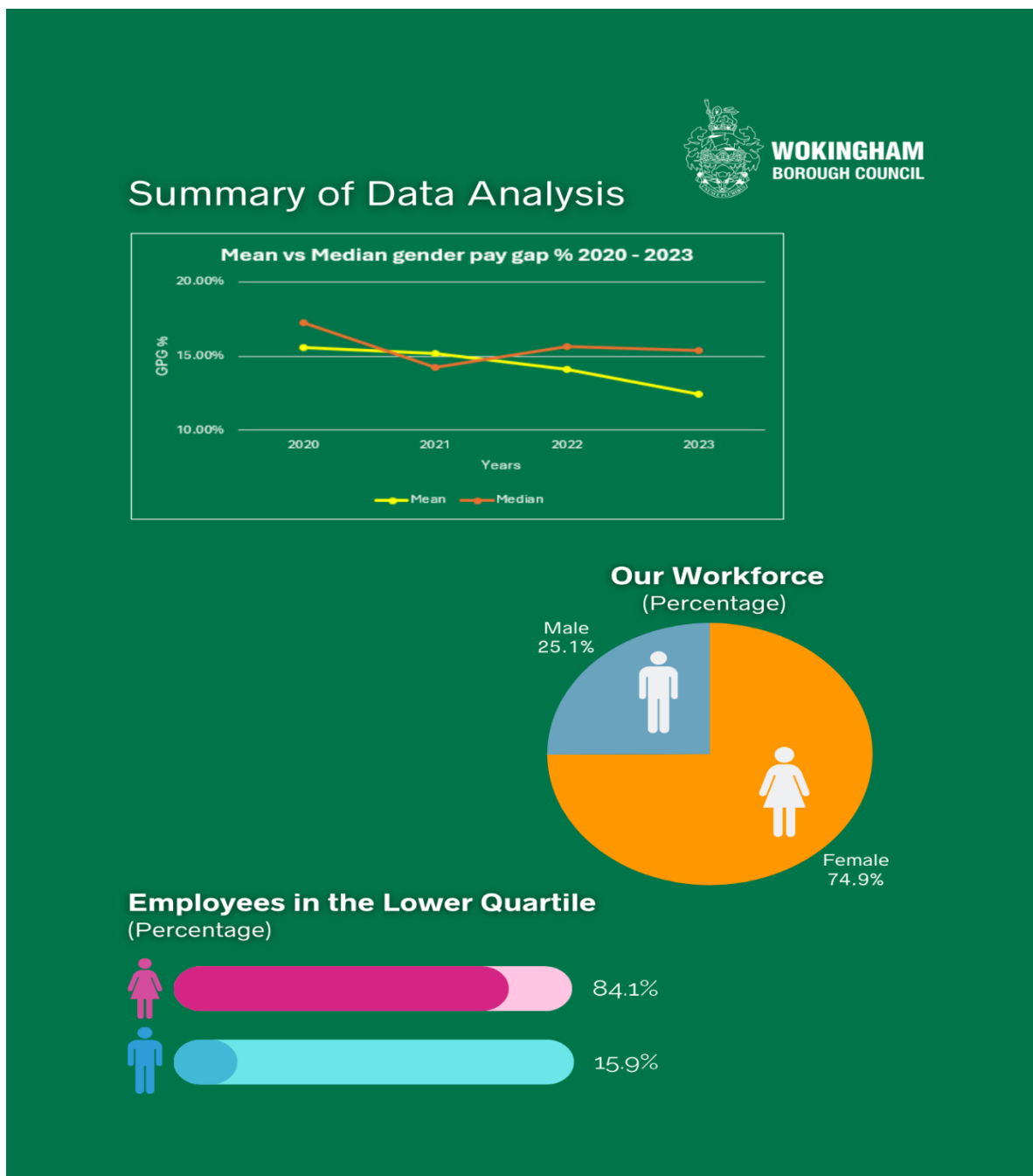
2.3 In accordance with government guidance data for school staff is not included within this report.

Table 1 – mean and median gender pay gap



	Men	Women	Women's earnings are:	Women's earnings are:
Mean Hourly Rate	£21.62	£18.93	£2.68 less	12.42% lower
Median Hourly Rate	£20.16	£17.06	£3.10 less	15.39% lower

### 3. SUMMARY OF DATA ANALYSIS



The key points are:

- 3.1 The mean gender pay gap is 12.42%, compared with 14.07% in 2022, a decrease of 1.65% demonstrating an increase in female pay when measured against male employees.
- 3.2 The Council's workforce is made up of 25.08% male and 74.92% female employees.
- 3.3 Women make up 84.09% of employees in the lower quartile, whereas men make up 15.91%. Men are more highly represented in the upper two quartiles, and it is this distribution that causes the hourly rate to be higher for males.
- 3.4 The size and shape of the Council's workforce is constantly changing as services may be outsourced or new services introduced to ensure the best value for money to deliver services to residents.
- 3.5 As part of our commitment to the Race Charter, we have decided to publish not only our Gender Pay Gap, but also our Ethnicity Pay Gap. The mean ethnicity pay gap is 4.79%.
- 3.6 The Council participates in the Joint Negotiating Committee for Local Government Staff pay bargaining process and pay awards are agreed at a national level.

## 4. GENDER PAY GAP

The table below shows the mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 31 March 2023. It also shows the mean and median difference between bonuses paid to men and women in the 12-month period up to 31 March 2023. The table compares the figures for 2023 with those for the previous 3 years.

Table 2 – mean and median gender pay gap based on hourly rates

	Difference between men and women							
	Mean				Median			
	2020	2021	2022	2023	2020	2021	2022	2023
Hourly Rate of Pay	15.58%	15.15%	14.07%	12.42%	17.26%	14.23%	15.61%	15.39%
Bonus	1.58%	56.28%	30.50%	N/A*	1.57%	87.96%	91.90%	N/A*

\*No bonus payments were made in this financial year.

- 4.1 The national median gender pay gap is 14.9% (April 2022 Office for National Statistics Annual Survey of Hours and Earnings ASHE Gender Pay Gap Analysis).



4.2 The mean hourly rate of pay gap has decreased by 1.65% since the last data snapshot on 31 March 2022 and has decreased by 2.81% since 2019.

4.3 The median hourly rate of pay gap has decreased by 0.22% over the past 12 months from 15.61% to 15.39%, it has decreased by 10.45% since 2019.

4.4 The median hourly rate for female employees is £17.06 and £20.16 for men.

## **4.5 Pay Quartiles**

4.5.1 The chart below illustrates the distribution of men and women across the quartiles of the Council's pay range.

4.5.2 Roles within the lower quartile include Library Assistants, Receptionists, Administrative Assistants, estate workers.

4.5.3 The lower middle quartile includes roles such as: Building Support Officers, Customer Delivery Officers, Technical Support, Supervisors/Team Leaders.

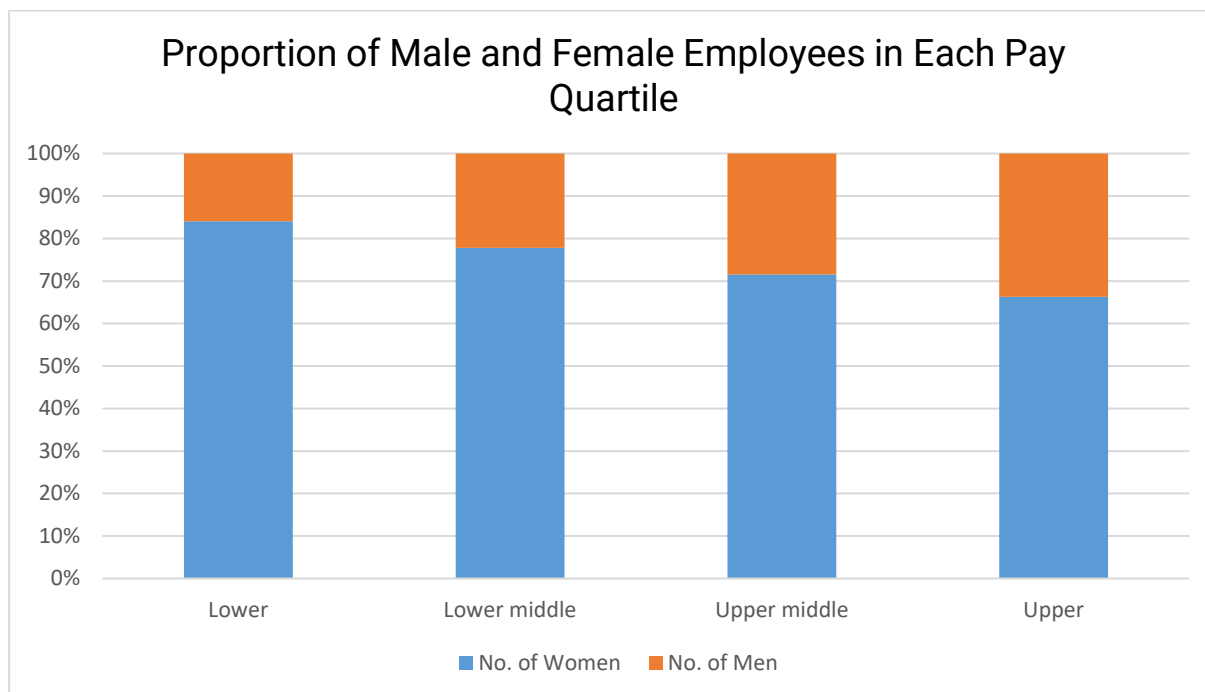
4.5.4 The upper middle quartile includes roles such as: Social Workers, Planning Officers, and professional support roles such as: HR Specialists, Management Accountants.

4.5.5 Men represent 15.91% of the lower quartile and 33.75% of the upper quartile.

4.5.6 The proportion of women in the upper quartile has increased from 63.99% in 2022 to 66.25% in 2023.

4.5.7 The upper quartile includes roles such as: senior professional and managerial roles, Assistant Directors, Directors, and the Chief Executive.





## 5. ETHNICITY PAY GAP

As part of our commitment to the Race Charter we have decided to publish our ethnicity pay gap data. Without published guidance, we have worked to the same principles as the Gender Pay Gap and have calculated the mean and median ethnicity pay gaps for our workforce. We have included those on permanent, fixed term and apprenticeship contracts who have declared their ethnicity.

5.1 Of the 82.17% of employees that have declared their ethnicity, 12.67% are from an ethnic minority background and 69.50% are from a non-ethnic minority background.

	Difference between ethnic minority and non-ethnic minority employees			
	Mean		Median	
	2022	2023	2022	2023
<b>Hourly rate of pay</b>	2.25%	4.79%	-7.77%	-4.70%

5.2 The median hourly rate pay gap shows that ethnic minority employees are paid more, on average, than non-ethnic minority employees.

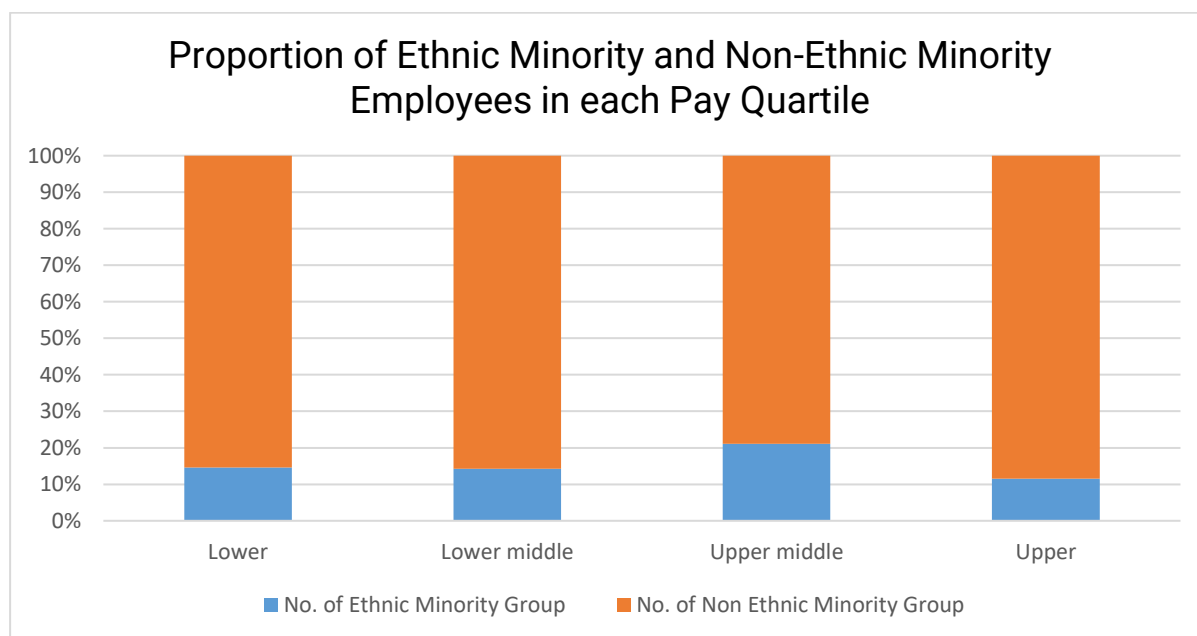
5.3 The median hourly rate for ethnic minority employees is £18.35 and £17.53 for non-ethnic minority employees.

5.4 The median is the middle rate of pay and reflects that the majority of ethnic minority employees are paid within the upper middle and upper pay quartiles.

## 5.5 Pay Quartiles

5.5.1 The chart below illustrates the distribution of ethnic minority and non-ethnic minority employees across the quartiles of the Council's pay range.

5.5.2 33.21% of ethnic minority employees are in the upper middle and upper quartiles combined, occupying more professional and managerial roles.





## 6. WORKING TO CLOSE THE GENDER PAY GAP

6.1 The Council promotes the fair treatment of all employees and is committed to understanding and addressing any significant factors contributing to the gender pay gap. We continue to challenge and engage in a process of continuous improvement.

The Council will undertake the following actions:

- Develop a more robust process to investigate and identify where pay issues may be occurring, understand the causes and develop an action plan to address them.
- Review our recruitment practices and policy on starting salaries for men and women.
- Review our job evaluation processes to ensure that they are robust and transparent.

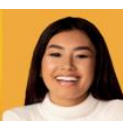
6.2 The Council conducted an analysis of starting salaries for new employees joining the Council over the past 12 months to determine whether or not women were at a disadvantage from the start of their employment.

The key findings were:

- There is a significant difference in the number of men and women joining the Council with 281 (73.18%) female and 103 (26.82%) male new starters during this period.
- 11.03% of all female new starters were appointed to Grade 4, compared with just 7.77% of all male new starters.
- Proportionately, more female new starters were appointed to Grade 5 (87.04%) than male new starters (12.96%).
- 12.62% of male new starters were appointed to the higher grades (Grades 9, 10, 11, SM1 and SM2 – SM1 and SM2 are senior management grades), compared to just 10.68% of female new starters.
- 0 men and 1 woman were appointed to Grade SM2, this represents 0.36% of all female new starters compared with 0% of all male new starters.

6.3 The Council continues to tackle inequality by raising awareness through equality champions and networks such as the Ethnically Diverse Staff Network and the Neurodiversity Colleague Network.

6.4 The Council is a Level 2 Disability Confident Employer and will seek to increase the accreditation to Level 3.



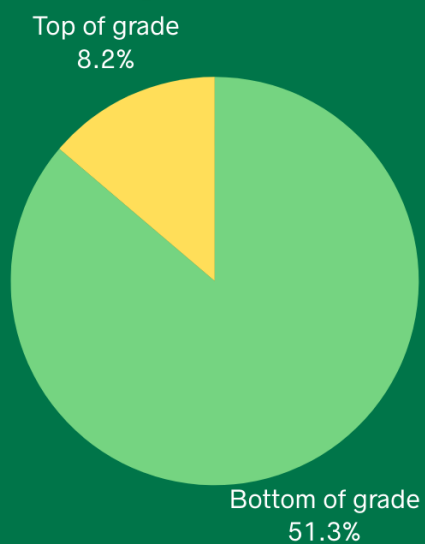


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## Working to close the gender pay gap

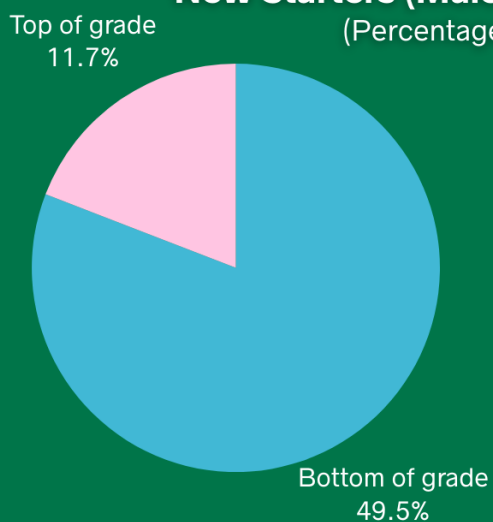
### New Starters (Female)

(Percentage)



### New Starters (Male)

(Percentage)

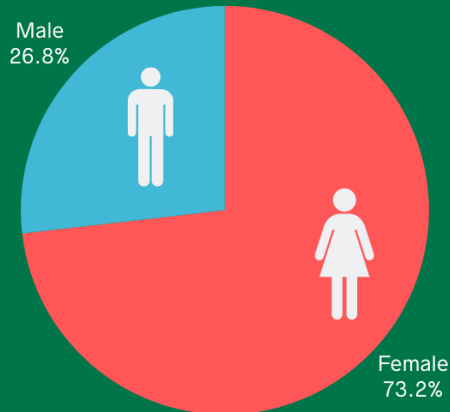




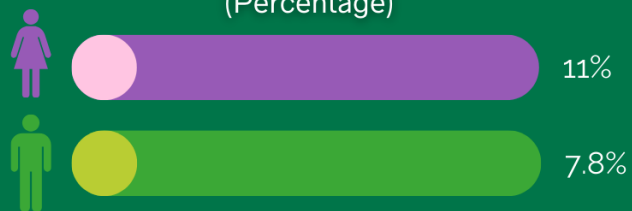
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## Working to close the gender pay gap

### New Starters (Percentage)



### New Starters (Grade 4) (Percentage)



### New Starters (Grade 5) (Percentage)



## DECLARATION

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Ms Susan Parsonage

Chief Executive

Louise Livingston

Assistant Director of Corporate Services

