

# Havant Borough Council (HBC) Gender Pay Gap Report

## Background

As a result of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are now required to publish statutory gender pay gap calculations annually. This includes the following:

- Gender pay gap (mean and median values)
- Gender bonus gap (mean and median values)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

Whilst Havant Borough Council have just under 250 employees, HBC have chosen to voluntarily report the gender pay gap. The salary data is based on the required snapshot date of 31 March 2018 and was published in line with the required timescale of 30 March 2019. It is important to note that due to the changes to workforce during 2017-18 as a consequence of the Council outsourcing services to a third party contractor there will be differences in the staff profile from the 2017 "snapshot" to the 2018 "snapshot".

At Havant borough Council, there are no bonus or similar types of payments made to employees and so there is nothing to report or publish under this heading. There are some market supplements paid but these are captured as part of ordinary pay and the figures used for hourly pay have been increased to take account of the impact of these additional amounts.

This data is published on the Council website, and also made available to staff and the Gender Pay Gap service government website.

It is important to note that this data does not directly relate to the issue of Equal Pay and further explanation is provided later.

## Data

On the snapshot date of 31<sup>st</sup> March 2018, 241 people were employed by Havant Borough Council.

Of the 241 people in scope, 138 (64%) were female and 103 (36%) were male.

## Gender Pay Gap

The results of the Gender Pay Gap survey are as follows:

	Male	Female	Difference	Percentage	Public Sector Benchmark
Median	£16.34 per hr	£14.46 per hr	£1.88 per hr	13%	19%
Mean	£17.53 per hr	£15.83 per hr	£1.70 per hr	10.78%	17.5%

The gender pay gap means that when the average (mean) and median (central point) of all male and female hourly pay rates are compared, the value for male employees is greater than that for female employees.

The main reason for this is that within the higher paid roles within HBC there are a larger proportion of men than women - this is simply illustrated in the quartile information below.

For the purposes of benchmarking, figures for the public sector have been included in the table above. The ONS have an Annual Survey of Hours and Earnings and the information they have published for 2018 provided the above benchmarking data for the Public Sector.

## Distribution of Males and Females

When the workforce are ranked in order of their hourly pay rate and then divided into four equal groups, the percentage split of the workforce across the four pay quartiles by gender is as follows:

Quartiles	Male	Female
Q1 Lower	28%	72%
Q2 Lower Middle	42%	58%
Q3 Upper Middle	52%	48%
Q4 Upper	50%	50%
Whole workforce	43%	57%

## **Factors that contribute to Gender Pay Gap in East Hants District Council**

- The management level and qualified staff within many of the professional service areas provided by HBC, such as Planning, Building Control and Environmental Health, have historically been dominated by male employees. Over time, the impact of incremental pay means that more male staff are found at the top of their pay scales and these professional roles will be in the upper quartiles.
- Waste collection, a service usually dominated by a large number of male workers and paid at the lower rates of pay, is outsourced in HBC which will have had an impact on the lower percentage of male workers in this group.

## **Policies already in place to promote gender pay equality**

- Equality policy
- Flexitime policy
- Flexible working options including parental leave
- Fair and transparent processes relating to promotion, pay and reward and terms and conditions of employment
- Open recruitment processes, supported by selection based upon merit. The approach is underpinned by training on the recruitment process making appointment decisions based upon the requirements of the role as defined in Job Descriptions and Person Specifications
- Assistance to acquire professional qualifications
- Factor based JE Scheme covering all roles
- Positive Trade Union engagement and collective bargaining

We recognise that further work could be done to address this issue and some actions planned include:

## **Proposed improvement actions**

We will continue to.....

- Ensure our Learning and Development Programme is accessible to all
- Use our Cultures Change Champions to examine the issues and create positive case studies and action plans particularly around performance and reward
- Collect and analyse the reasons for leaving and put in place actions to bring about positive change
- Develop recruitment processes to remove any barriers that might deter female applicants for senior roles
- Promote flexible working and widening participation specially of men using parental leave
- Review senior pay levels and take any action where needed
- Develop and implement talent management and succession planning processes to enhance career development opportunities
- Analyse data from 2017 and 2018 to identify any further actions which could be taken to address the gender pay gap.

## Equal Pay

It is important to remember that the presence of a gender pay gap does not imply that there is an Equal Pay issue within HBC.

Equal Pay is the right for men and women to equal treatment in their terms and conditions of employment for work that is the same or broadly similar. It's an aspect of UK equalities legislation which has been in force for over 40 years.

The Chartered Institute of Personnel and Development (CIPD) explains the difference in the following way:

*"The gender pay gap is not the same as pay discrimination or equal pay. The gender pay gap is calculated by taking all employees in an organisation and comparing the **average** pay between men and women. Equal pay rules outlaw pay differences in men and women's pay for **same or similar** work. It's possible for an employer that treats its women fairly in terms of pay to have a large gender pay gap, and for an organisation that treats its female workers unfairly to have a small gap"<sup>1</sup>.*



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