

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.

The salary data is based on the required snapshot date of 31 March 2017 and is published in line with the required timescale of 30 March 2018. It is important to note that during this period there has been a significant change in the profile of the workforce. Some employees have been transferred from Council employment in 2017 and as a consequence of the Council outsourcing services to a third-party contractor, there will be differences in the staff profile for the 2018 "snapshot".

At Havant Borough Council there are no bonus or similar type of payments in place 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, 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 31st March 2017, 264 people were employed by Havant Borough Council.

For the purposes of calculating the pay gap, a slightly smaller population of 260 people has been used, as this excludes those people on reduced pay due to maternity leave or sickness absence where they were in receipt of reduced pay.

Of the 260 people in scope, 154 (59%) were female and 106 (41%) 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	£12.72 per hr	£3.62 per hr	22.15%	19.4%
Mean	£17.39 per hr	£14.36 per hr	£3.03 per hr	17.45%	17.7%

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 Havant Borough Council there are a larger proportion of men than women - this is simply illustrated in the quartile information below.

This is the first year that has required mandatory reporting of the Gender Pay Gap and so there is limited data available for benchmarking purposes. However, the ONS have an Annual Survey of Hours and Earnings and the information they have published for 2017 (released on 26th October 2017) provided the above benchmarking data for the Public Sector. It is included here for initial comparison purposes and this will be extended in future years as more data becomes available.

Distribution of Males and Females

When the workforce is ranked by 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	23%	77%
Q2 Lower Middle	38%	62%
Q3 Upper Middle	37%	63%
Q4 Upper	65%	35%
Whole workforce	41%	59%

Factors that contribute to Gender Pay Gap in Havant Borough Council

- The management level and qualified staff within many of the professional service areas provided by HBC, e.g. 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

- Learning and Development Programme
- Using our existing Cultures Change Champions to examine the issues and create positive case studies and action plans
- Collection and analysis of reasons for leaving leading to action plans to bring about positive change
- Exploring recruitment processes to remove any barriers that might deter female applicants for senior roles
- A review of senior pay levels
- Promotion of flexible working and widening participation specially of men using parental leave
- Development of talent management and succession planning processes
- Further and earlier analysis of 2017 and 2018 data

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 an organisation

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”¹.*

Caroline Tickner
Head of Organisational Development

Sandy Hopkins
Chief Executive

Havant Borough Council & East Hampshire District Council

March 2018
