



**GENDER PAY GAP
REPORT
2019
(Published March 2020)**

Introduction



At Calderdale Council we are **proud** that our gender pay gap continues to be much better than the UK average, but we recognise that we still have work to do.

We understand the value of a diverse and inclusive workforce as it ensures we deliver the best services and we are determined to recruit and retain the most talented employees and enable them to reach their full potential.

We are investing in future leaders through learning and development and want to ensure there are no barriers to success for those with potential from our workforce.

*Having a vision matters, it gives us a sense of purpose, a sense of what we might aspire to be and with our partners a shared set of principles to help us shape what is most important to us and our communities. Our Vision2024 is centred round Calderdale as the Place where staff are able to reach their full potential regardless of gender. I am delighted that once again, we continue to show progress in narrowing our gender pay gap. Our Vision 2024 is helping to attract and retain staff from the most senior level and below as applicants are able to identify their values to that of the organisation. Our Vision 2024 is captured in some key words to define what we want to be the essence of Calderdale. We are **distinctive**, we are **talented** and **enterprising**, and we champion **kindness** and **resilience**.*

I am really pleased about two major developments reflecting the impact and performance of Calderdale Council at a national level in local government, building upon our already strong reputation and trust in the sector.

In November 2019 we were delighted to be shortlisted in the highly competitive '**Council of the Year**' category in the Local Government Chronicle (LGC) Awards, which had a record number of entries and 700 across all categories. This is the flagship award in the blue riband awards for the sector. We were also delighted to be shortlisted for **Children's Services** national award for the sector.

For the first time we have jumped into the Top 10 for the **IMPOWER Most Productive Councils 2019**, moving from 13th last year into 4th place! This award is subject to rigorous data analysis across 7 domains. The following links show an article from MJ November 2019 and an article from IMPOWER setting out more information.

<https://www.themj.co.uk/Redefining-what-good-looks-like/216147>

<https://www.impower.co.uk/reports/which-councils-are-best-2>

This performance is due to the outstanding work of our staff working in extremely challenging circumstances, with finite resources, less people, and greater demands for services than ever before. This is very widely seen in the sector and will support our efforts to recruit and retain great people who want to work here. We are already seeing this in current recruitment.

It's an absolute privilege to be in my role with such a team and I would like to thank all our staff for their valued contribution.

Robin Tuddenham, Chief Executive

Executive Summary

Local Government impacts on all our lives and remains one of the largest employers in England. In June 2019 Local Government employment in the United Kingdom was 2.029 million (headcount)¹. In 2018 195,000 were employed in Local Government in the Yorkshire and Humber region.

Consistent with most of the public sector, the majority of the workforce at Calderdale is female. Currently women make up 66.4% of the workforce (a slight increase from the 2018 figure of 65.9%).²

Unlike many organisations which operate in a single industry sector, e.g. retail; Calderdale Council includes a range of sectors including, but not limited to education, social care, cleaning, finance and transport.

We work hard to ensure that Calderdale Council values and promotes diversity and equality of opportunity and we are committed to equality of access to all our services. We regularly monitor our workforce, employment policies and our working practices to enable people to balance their work and home life.

The table below shows the data that legislation requires us to publish before 30th March 2020.

Calculation	Outcome 31 March 2019			Outcome 31 March 2018	
Mean gender pay gap	2.7%			2.9%	
Median gender pay gap	-2.9%			0.0%	
Mean bonus gender pay gap	59.1%			25.2%	
Median bonus gender pay gap	69.4%			33.3%	
Proportion of males receiving a bonus payment	1.4%			1.1%	
Proportion of females receiving a bonus payment	2.9%			2.8%	
Proportion of males and females in each quartile pay band	Quartile	Male	Female	Male	Female
	Lower	35.4%	64.6%	39.9%	60.1%
	Lower Middle	34.6%	65.4%	30.4%	69.6%
	Upper Middle	28.7%	71.3%	29.6%	70.4%
	Upper	37.7%	62.3%	39.3%	60.7%

More details regarding these figures can be found within the main report.

Many Council employees take advantage of the salary sacrifice schemes on offer, including lease car arrangements, childcare vouchers or cycle to work. The regulations require that deductions for salary sacrifice payments are excluded from an employee's base pay for the purposes of gender pay gap reporting. Within the Council a higher proportion of women access salary sacrifice schemes (March 2019 – female 72.2% Male 27.8%). This means that for more women than men, their hourly rate will show as lower than it actually is because the hourly rate reflected in the gender pay gap report has to firstly deduct the salary sacrifice amount.

For Calderdale Council, if salary sacrifice values were not deducted from hourly rates, the mean and median gender pay gap figures are as below:

Mean Gender Pay Gap – Excluding Salary Sacrifice				2018/19
	2019	2018	2017	Variance
Male mean	£13.58	£13.39	£13.03	£0.19
Female mean	£13.29	£13.08	£12.65	£0.19
%	2.1%	2.3%	2.9%	-0.6%

Median Gender Pay Gap - Excluding Salary Sacrifice				2018/19
	2019	2018	2017	Variance
Male median	£11.98	£11.74	£11.62	£0.24
Female median	£11.98	£11.75	£11.63	£0.23
%	0%	-0.1%	-0.1%	0.1%

This would therefore reduce the mean gender pay gap to 2.1% and the median gender pay gap to 0%.

¹ Office for National Statistics. Employment in Local Government by UK region, June 2019

² Based on information published in the Calderdale Council Equality Duty Report

Understanding Calderdale Council's Gender Pay Gap

The information included in this report is based on a snapshot date of 31 March 2019. At this date the workforce headcount comprised of 66% female and 34% male with an overall workforce of 57% full time and 43% part time.

The gender pay gap metrics are based on two different types of employees, full-pay relevant employees and relevant employees.

	Total			Male			Female		
	2019	2018	2017	2019	2018	2017	2019	2018	2017
Relevant Employees	2883	2969	3036	974	1013	1024	1909	1956	2012
Full-Pay Relevant Employee	2791	2886	2959	951	1004	1018	1840	1882	1941
Employees on Reduced Pay	92	83	77	23	9	6	69	74	71

Average Weekly Hours Worked

Females work on average 2.84 hours less (2018 – 3 hours) than males per week.

	Male			Female		
	2019	2018	2017	2019	2018	2017
Average Weekly Hours Worked	31.66	31.28	30.80	28.82	28.27	28.15

Mean Gender Pay Gap – 31 March 2019

The average hourly rate of pay and the percentage difference between men and women.

	Male			Female		
	2019	2018	2017	2019	2018	2017
Mean Hourly Rate	£13.50	£13.29	£12.92	£13.14	£12.91	£12.48

The Mean Gender Pay Gap for 2019 is 2.7% (£0.36) (compared to 2.9% in 2018). This is significantly lower than the national average of 18.1%³.

Median Gender Pay Gap – 31 March 2019

A median average involves listing all the hourly pay values in numerical order. If there is an odd number of results, the median value is the middle number, if there is an even number of results, the median will be the mean (average) of the two central numbers. The median gender pay gap represents the middle hourly rate of pay and the percentage difference between men and women.

	Men			Women		
	2019	2018	2017	2019	2018	2017
Median Hourly Rate	£11.64	£11.74	£11.07	£11.98	£11.74	£11.63

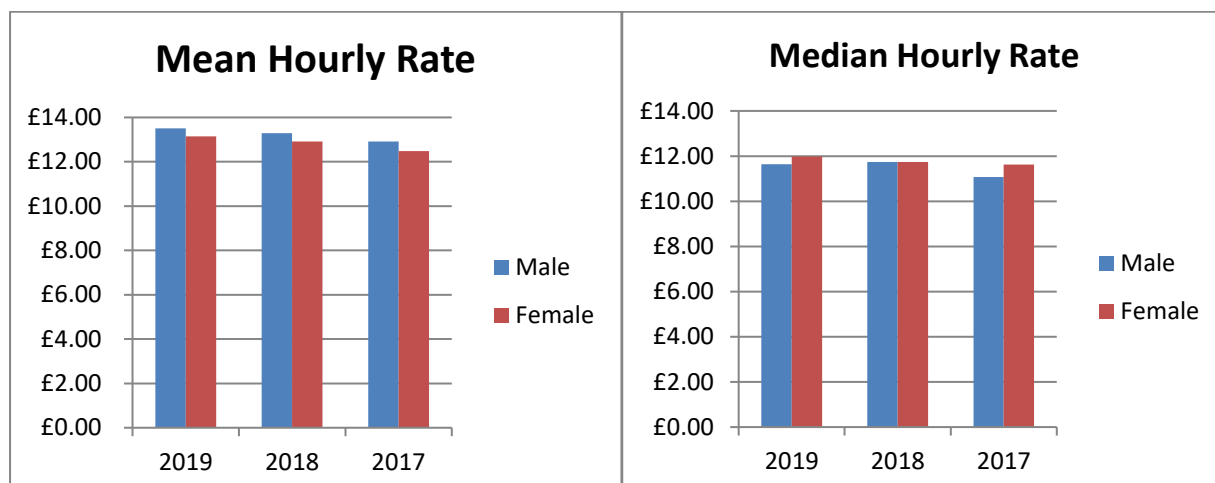
The Median Gender Pay Gap is -2.9% (2018 figure was 0%). This is significantly lower than the national average of 17.9%⁴.

³ Office for National Statistics, Gender pay gap in the UK:2018

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>

⁴ Annual Survey of Hours and Earnings

The Mean and Median Hourly Rates of Pay for Men and Women at Calderdale Council



Bonuses – 31 March 2019

Bonuses are defined in regulation 4 and in accordance with the requirements for gender pay gap reporting, they include anything that relates to profit sharing, productivity, performance, incentive and commission. They must be received in the form of cash, vouchers, securities, securities options and interests in securities. Non-consolidated bonuses are included. Long service awards with a monetary value (cash, vouchers or securities) are also included but any other type of non-monetary award under this category, such as extra annual leave, is treated as a benefit in kind and excluded.

The bonus period is a twelve month period that ends on the snapshot date of 31st March 2019. Within Calderdale Council, in 2017 the only payment that was included under the definition of ‘bonus’ in relation to the gender pay regulations was the Long Service Award. For those (non-teaching) employees who have completed 25 years’ continuous service with the Council, there is a payment of £150 made in the form of high street vouchers. For the 2018 and 2019 figures, in addition to the Long Service Award, we have also included AMEY bonuses (as part of terms and conditions from a TUPE transfer into the Council) and Retention payments (which apply in Children and Young People’s Service only).

Bonus Payments			
	Male	Female	Total
Long Service Award	6	12	18
Retention Payments	1	43	44
AMEY Bonus	7	0	7
Total	14	55	69

The Difference in Mean and Median Bonus Pay of Men and Women Expressed as a %

	31 March 2019	31 March 2018	(31 March 2018 excluding Long Service Award)	31 March 2017
Mean Bonus Gender Pay Gap	59.1%	25.18%	12.67%	0%
Median Bonus Gender Pay Gap	69.4%	33.33%	-9.24%	0%
Proportion of Men Receiving a Bonus Payment	1.4%	1.09%	0.99%	0.98%
Proportion of Women Receiving a Bonus Payment	2.9%	2.81%	2.14%	1.34%

Gender Profile by Pay Quartile

This calculation requires employers to show the proportions of male and female full-pay relevant employees in four quartile pay bands. This is done by listing the individual hourly rates of each full-pay relevant employee in ascending numerical order and then dividing the list (i.e. the workforce) into four equal parts. This split can sometimes show that the top of one quartile is the same figure as the bottom of the next quartile, e.g. the lower quartile goes up to £9.68 and the lower middle quartile starts at £9.68.

Proportion of Men and Women in each Quartile Pay	Quartile	Hourly Rate Range 2019	Hourly Rate Range 2018	Male			Female		
				2019	2018	2017	2019	2018	2017
	Lower	£5.90 - £9.68	£5.60 - £9.26	35.4%	39.9%	34.7%	64.6%	60.1%	65.3%
	Lower Middle	£9.68 - £11.98	£9.26 - £11.74	34.6%	30.4%	35.3%	65.4%	69.6%	64.7%
	Upper Middle	£11.98 - £15.67	£11.74 - £15.43	28.7%	29.6%	28.7%	71.3%	70.4%	71.3%
	Upper	£15.67 and above	£15.45 and above	37.7%	39.3%	38.9%	62.3%	60.7%	61.1%

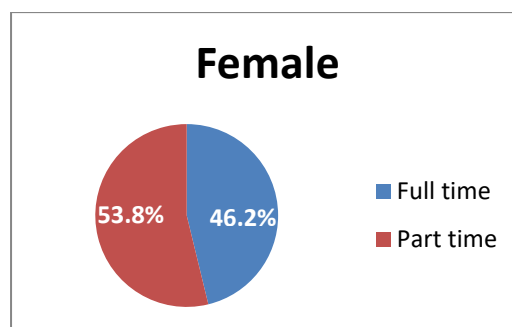
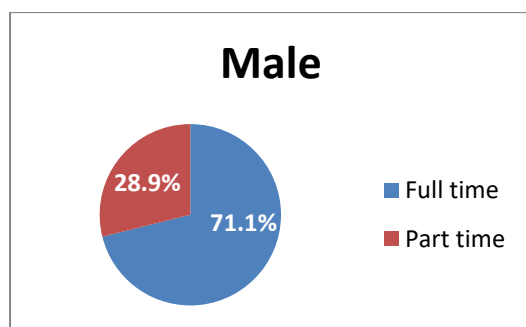
The Underlying Causes of a Gender Pay Gap

There is no legal obligation for employers to publish a narrative explaining their gender pay gap figures, however it is useful to include some information to reflect on possible causes for this.

- Women are more likely than men to have had breaks from work that have affected their careers
- Women are more likely to work part time and many of the jobs available across the UK on a part-time basis are relatively low paid.
- In the wider society it is still often women that undertake caring responsibilities which might make part-time working more attractive even though flexible working practices are also applicable for many higher paid posts in the Council.

The graphs and table below shows the gender distribution between full and part time working for the full-pay relevant employees.

2019	Male			Female			Total
Full-pay relevant employees	951		(34.1%)	1840		(65.9%)	2791
Full Time	676	71.1%	(44.3%)	850	46.2%	(55.7%)	1526
Part Time	275	28.9%	(21.7%)	990	53.8%	(78.3%)	1265



Of the male full pay relevant employees 71.1% work full time and 28.9% part time. Of the female full pay employees 46.2% work full time and 53.8% part time.

The mean gender pay gap is greater than the median pay gap. This suggests that although the ranges of pay are spread fairly equally between men and women there is a slightly higher proportion of men that receive the very highest levels of pay (the upper quartile % supports this). The Council considers itself to be supportive of development opportunities for women as well as implementing supportive working practices and policies.

The proportion of men and women in each of the quartiles is broadly similar although women occupy a higher proportion of posts. There is scope to improve the proportion of women to be appointed or move upwards into the highest band (i.e. the upper quartile). Practical measures to support such moves include flexible working practices and the availability of leadership development programmes.

The organisation offers opportunities for training to upskill its workforce and to encourage upward movement of staff. However as the organisation flattens its structure in response to budgetary pressures and the continued implementation of technology, this may affect potential for progression.

Analysis and Figures

The gender pay gap can be affected by the make-up of the workforce which has a higher proportion of female employees. Women are often attracted by the Council's flexible working provisions.

Many employees benefit from **flexible working arrangements** which include term time only working. Of the full pay relevant employees working term time, females account for 73.0% and males 27.0%. Of the male full pay employees, 5.6% work term time, compared to 7.8% female full pay employees.

Hourly rates are affected by **Salary Sacrifice Schemes**. Many employees take advantage of salary sacrifice arrangements including lease car arrangements, childcare vouchers or cycle to work scheme.

- Deductions for salary sacrifice arrangements are excluded from an employee's base pay for the purposes of gender pay gap reporting.
- This reporting requirement can affect the Council's gender pay gap data depending on the proportion of women and men who have salary sacrifice arrangements in place, as the reporting requirements create an artificially lower rate of pay for those who opt to use salary sacrifice compared to those who do not.
- Within the Council a higher proportion of women access salary sacrifice schemes (currently female 72.2% and male 27.8%). This means that for more women than men, their hourly rate will show as lower than it actually is because the hourly rate reflected in the gender pay gap report has to firstly deduct the salary sacrifice amount. For example if an employee has a salary of £500 and a salary sacrifice deduction of £50 towards childcare vouchers then the base salary figure used to calculate their hourly rate for the purposes of gender pay gap reporting will be £500 - £50 = £450 when their base salary before salary sacrifice deduction is actually £500. Their hourly rate will therefore appear artificially lower.

For Calderdale Council, if salary sacrifice values were not deducted from hourly rates, the 2019 mean and median gender pay gap figures are as below:

	Male	Female	Monetary Gap %	Monetary Gap £
Mean Hourly Rate	£13.58	£13.29	2.1%	0.29
Median Hourly Rate	£11.98	£11.98	0.0%	0.00

This would therefore reduce the mean gender pay gap to 2.1% and the median gender pay gap to 0.0%.

Best Borough in the North Comparison Information

The information below provides comparison information⁵ based on 2018/2019 Gender Pay Gap Report data. This comparison demonstrates how Calderdale Council is performing favourably based on 2018 figures (published in 2019) and we are hoping to improve on this year on year.

Northern Boroughs - (Best Borough in the North Comparator Group) 2018/2019

2018/2019	Mean Gender Pay Gap %	Median Gender Pay Gap %
Calderdale	2.9	-0.1
Minimum for Northern Boroughs	-2.6	-5.3
Mean for Northern Boroughs	7.5	6.7
Maximum for Northern Boroughs	17.6	17.6

2018-19							
Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
Barnsley	1000 to 4999	6.1	9.6	74.5	65.8	67.9	64.5
Bolton	1000 to 4999	6.1	10.7	80.1	66.9	68.3	69.4
Bury	5000 to 19,999	7.1	5.2	83.3	59.9	69.3	67.3
Calderdale	1000 to 4999	2.9	-0.1	60	70	70	61
Doncaster	1000 to 4999	14.8	16.5	86	68	69	53
Gateshead	5000 to 19,999	9.7	12.1	81.6	61.6	65.1	55.1
Kirklees	5000 to 19,999	10.9	14.2	81.8	73.9	64.5	62.4
Knowsley	1000 to 4999	16.2	9.6	86.7	70.4	70.8	62.2
North Tyneside	1000 to 4999	7.6	2.2	85	56	71	67
Oldham	1000 to 4999	7	7	83	63	63	67
Rochdale	1000 to 4999	3.4	1.2	70	73	71	66
Rotherham	5000 to 19,999	9.9	13.3	81	76	74	66
Sefton	1000 to 4999	4.9	0	68.3	57.4	68.3	63.4
South Tyneside	1000 to 4999	17.6	17.2	93	69	64	60
St Helen's	5000 to 19,999	8.7	0	78	63	70	65
Stockport	1000 to 4999	0.5	0.4	70	75.8	70.2	72.1
Tameside	1000 to 4999	2.6	-8.5	60.3	61.6	72.3	59.5
Trafford	1000 to 4999	10.9	17.6	79	82	73	66
Wigan	1000 to 4999	-2.6	-5.3	61.1	72.1	72.4	70.9
Wirral	1000 to 4999	6.3	10.9	69.8	62.2	64	57.2

⁵ <https://gender-pay-gap.service.gov.uk/compare-employers/2018/11/2019>

Action to Address any Gender Pay Gap

While the overall gender pay gap within Calderdale Council is relatively small and significantly lower than the national figure, work is continuing to ensure effective gender monitoring is in place and in order to address specific areas identified in the Equality Duty Report including taking steps to improve gender diversity and we are committed to the promotion of equality of opportunity and choice for all employees.

Calderdale Council is committed to tackling the issue of the gender pay gap because we are determined to recruit and retain the most talented employees and enable them to reach their full potential. We recognise the value of a diverse and inclusive workforce as it ensures we deliver the best services, and enact our leadership role in place, in order to be the Best Borough in the North.

Further Information

Gender Pay Gap Reporting – What is it?

All public sector employers are required to publish an annual gender pay gap report. (The first year of publishing was 2018). The report details gender pay differences. A positive pay gap indicates that men are paid more and a negative pay gap indicates that women are paid more.

What is the difference between the Gender Pay Gap and Equal Pay?

Equal Pay deals with pay differences between **men and women who carry out the same job, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman.

The Gender Pay Gap shows the differences in the **average pay between men and women**. If a workplace has a high gender pay gap, this can indicate a number of issues that may need to be dealt with and the individual calculations may help identify what those issues are.

Mandatory Gender Pay Gap Analysis

The analysis looks at six metrics or measures to identify gender pay differences as required by legislation.

Metric	What does this show?	Employees Included
Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	Full-pay relevant employees
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	Full-pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	Relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	Relevant employees
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period	Relevant employees
Quartile Pay Bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands	Full-pay relevant employees

The calculation for the gender pay gap is defined as the difference between the mean (or median) hourly rate of pay that male and female full-pay relevant employees receive, expressed as a percentage of the mean or median hourly rate of pay of full-pay relevant males.

$$\text{Mean gender pay gap} = \frac{\text{Mean hourly rate of pay males} - \text{Mean hourly rate of pay females}}{\text{Mean hourly rate of pay males}} \times 100$$

Full-Pay Relevant Employees

Employees who are employed on the snapshot date and are paid their usual full basic pay during the relevant pay period are full-pay relevant employees. Employees who are paid less as a result of being on leave are excluded.

Relevant Employees

All employees employed on the snapshot date are relevant employees. This includes full-pay relevant employees and employees paid less than full pay because of leave e.g. sickness.

Gender Pay Reporting and Gender Identity

As an organisation Calderdale Council is sensitive to how employees choose to self-identify in terms of their gender. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require us to publish specific data and calculations. In order to produce and publish the required data, as a starting point the gender identification that employees have provided for HR and Payroll purposes is used.

As a public body, Calderdale Council's approach to equality is to align its work to meet the requirements of the Equality Act 2010 and the Public Sector Equality Duty covering the following nine protected characteristics: Age, disability, gender reassignment (the process of transitioning from one gender to another), marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

One of our main priorities as a Council is to reduce inequalities. Calderdale is an inclusive employer and it is our mission to ensure academic, financial and health equality for all by creating social cohesion in our community and in our workforce.

We understand that simply having diversity in our workforce is not enough; we must create an inclusive environment where staff feel valued and respected regardless of who they are and whatever background they come from, so that they contribute their best at work.

We aim to create a workforce that is representative of our community, knowing that embracing difference enhances the capability of the Council to;

- Value the skills and perspectives that a diverse talent pool will bring to the workplace,
- Ensure our services are provided by knowledgeable and well-equipped employees who understand the needs of our diverse workforce and communities,
- Challenge discriminatory practice and behaviour within the workplace, including potential bullying and harassment and in addition, we will endeavour to protect our employees from any form of third party harassment,
- Implement effective and innovative workplace policies and procedures to further develop and inclusive workforce and equality improvements,
- Expect our suppliers and partners to actively support us in achieving a diverse and inclusive culture and to be able to demonstrate this.