

OUR GENDER PAY
GAP REPORT
2018-19

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.

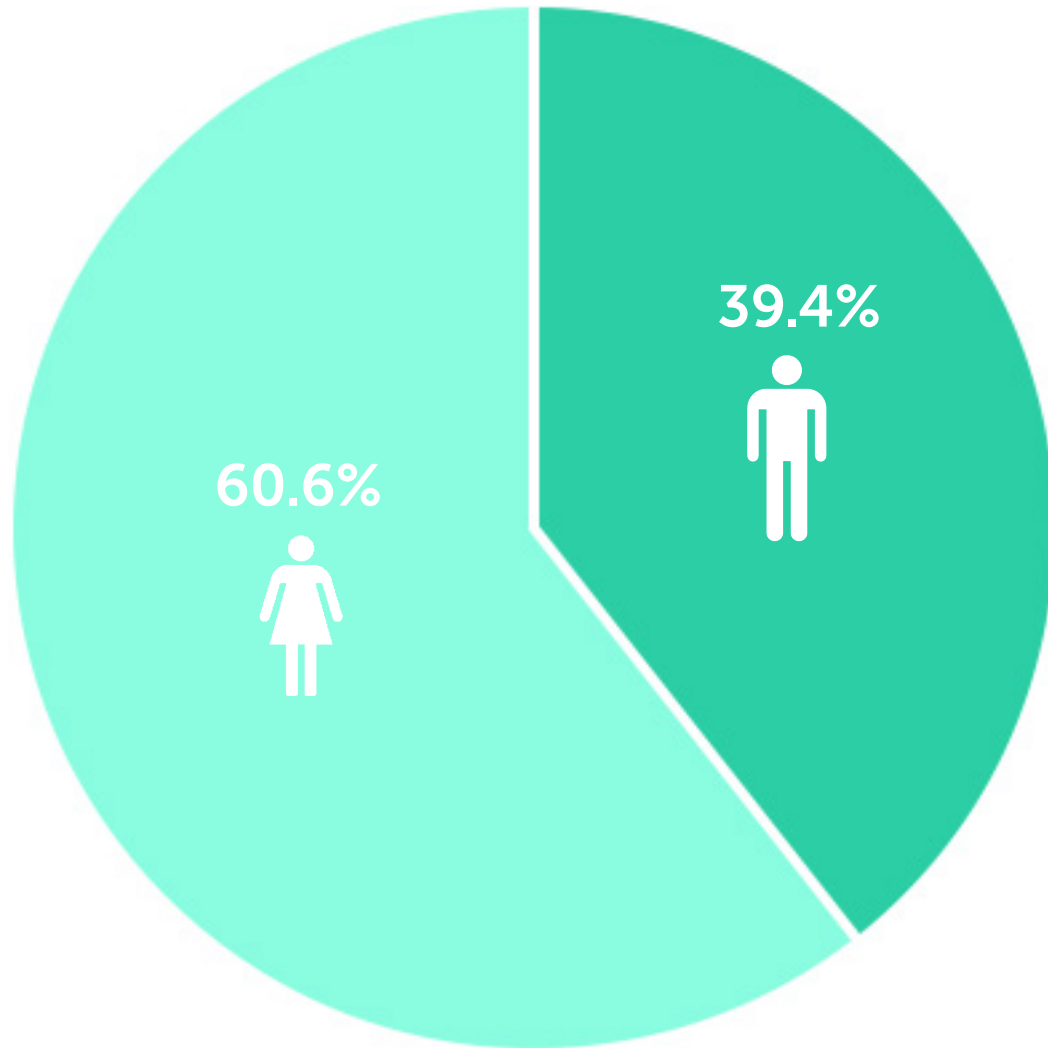
Whilst Havant Borough Council has just under 250 employees, HBC has chosen to voluntarily report the gender pay gap. The salary data is based on the required snapshot date of 31 March 2018 and was published in line with the required timescale of 30 March 2019. It is important to note that due to the 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 is 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, made available to staff and can also be found on the gender pay gap service government website.

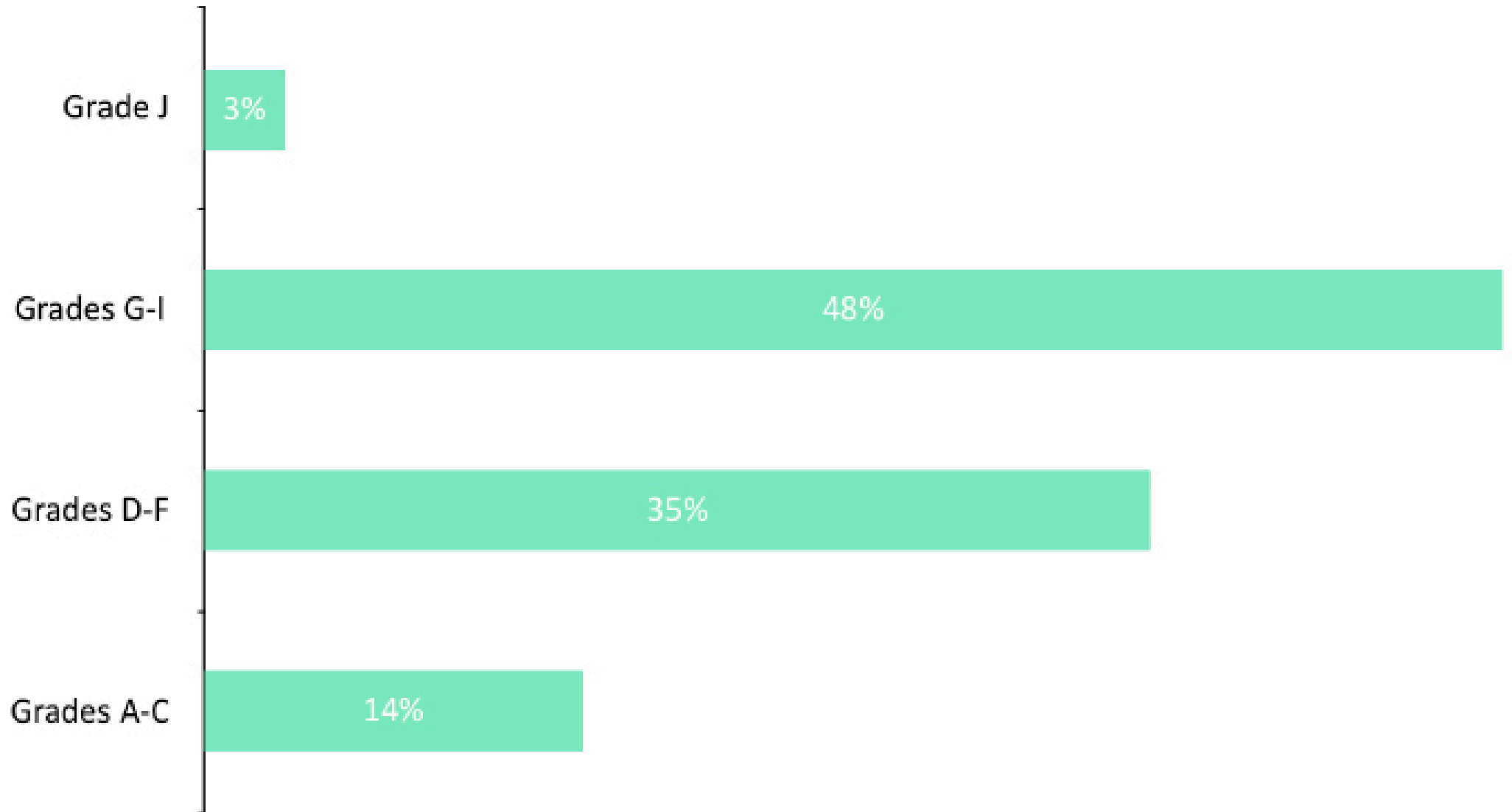
It is important to note that this data does not directly relate to the issue of equal pay and further explanation is provided later.

Workforce by gender

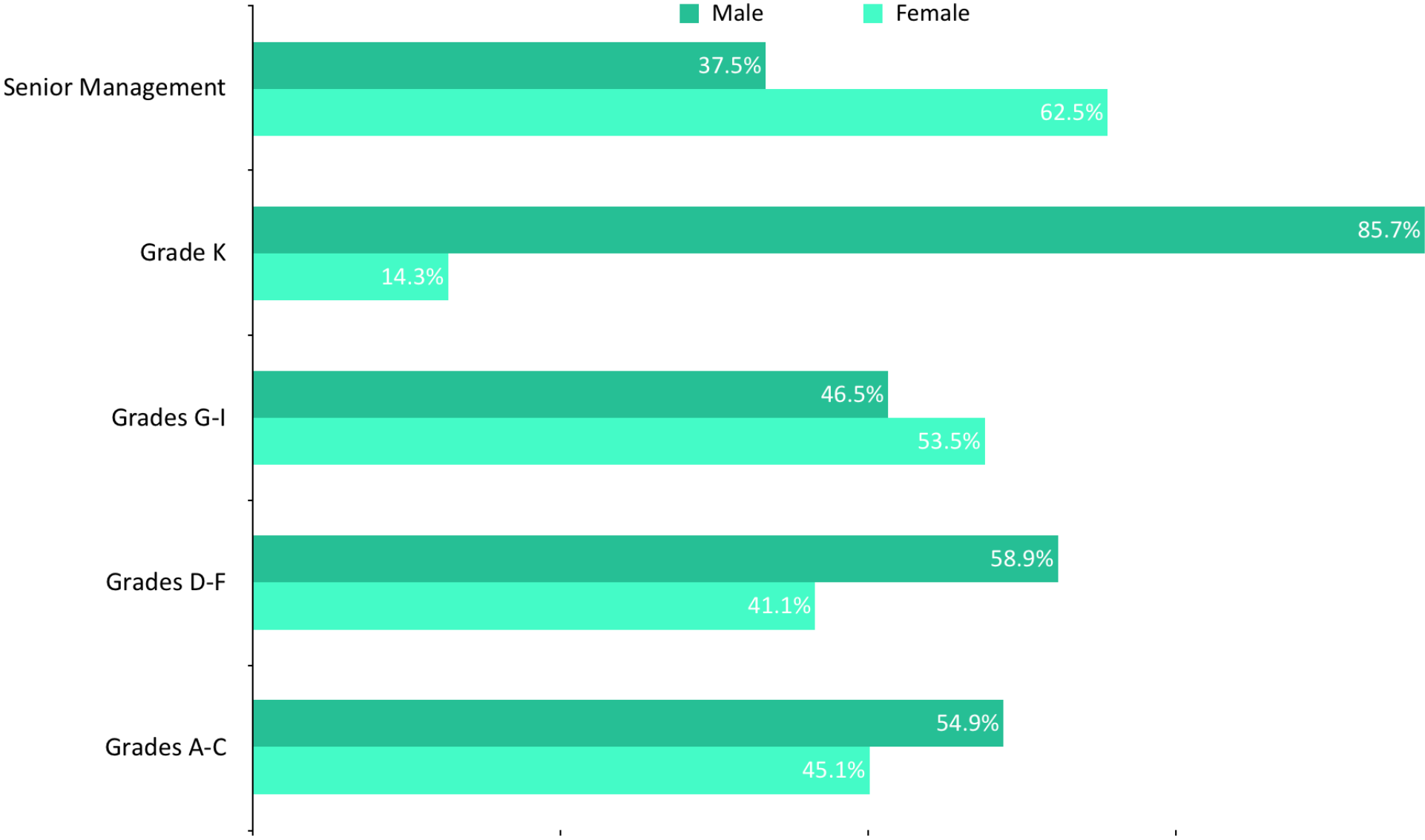


On the snapshot date of 31st March 2018, 241 people were employed by Havant Borough Council.

Workforce by pay grade



Gender split across pay grades



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% |

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% |

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 at HBC there are a larger proportion of men than women - this is simply illustrated in the quartile information.

For the purposes of benchmarking, figures for the public sector have been included in the table on the left. 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.

Tackling the pay gap

Factors that contribute to the Gender Pay Gap at HBC

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 at 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

Always improving

We recognise that further work could be done to address this issue.

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."



Caroline Tickner
Head of Organisational Development



Gill Kneller
Chief Executive

Havant Borough Council, March 2019