

Solihull MBC

Gender Pay Gap Report

Data as at 31 March 2020 for
Reporting Deadline of
30 March 2021

Foreword

Under regulations introduced in 2017 to the Equality Act 2010, public sector organisations with 250 employees or more on the '**snapshot date**' (31 March of each year), who are subject to the public duties under the Act, must report on their gender pay gap by 30 March of each year.

The gender pay gap refers to the difference in average hourly earnings of men and women as a percentage of men's earnings. Addressing the gender pay gap is not about promoting women over men, nor equal pay issues, but it is about ensuring that there is an equal opportunity for women to progress within an organisation, and society as a whole. Using the Office for National Statistics (ONS) data from the Annual Survey of Hours and Earnings (ASHE) provisional results as at October 2020, the median gender pay gap for the UK was 15.5% and the mean 14.6 % which is slightly less than the previous year.

Solihull Council can demonstrate that it pays men and women the same salary for work of equal value following the implementation of the Single Status Agreement in 2000 and uses the nationally negotiated pay spine as the basis for its local grading structure. Grades vary according to the level of responsibility and roles are evaluated through a job evaluation process in accordance with the equality tested National Job Evaluation Schemes.

The Council is committed to the promotion of equality of opportunity and choice for all its employees and ensures that it has a diverse and inclusive workforce that reflects the community it serves. We aim to attract and retain the best talent and appoint to roles based on merit regardless of age, gender, marital status, sexual orientation, disability or religion and belief.

Due to the COVID 19 pandemic the Government deferred the requirement for organisations to upload last year's gender pay gap calculations and publish an accompanying report by 30 March 2020. Solihull Council however still published its Gender Pay Gap report last year as part of our ongoing commitment to raise the awareness of the work in the Council to reduce the gap.

The benefits of flexible working are very much valued by our workforce - a point that came out very strongly and positively in the Council's most recent employee survey which took place during the first government lockdown due to the virus pandemic. Our findings showed that employees valued the corporate flexibility on working from home arrangements which supported things such as caring of relatives and the home schooling of children whilst still being able to carry out their role. For many COVID - 19 has been one of the most traumatic and significant experiences of our lives and has had a huge impact in the way in which we work, especially with working from home. A greater proportion of female employees than men at the Council take advantage of a range of family friendly benefits, however, with the majority of employees currently working from home, the benefits of flexible and agile working have been realised by the majority of employees.

One of the key factors that impacts on the gender pay gap calculations reported by the Council is the high representation of women employees which is at 74%, 80.7 % of whom are in the bottom quartile in terms of hourly rate. 61% of employees work full time hours of more than 30 hours a week.

Solihull Council continues to maintain some of its services in-house compared to other local authorities. For example the value of having an in-house Catering Service serving quality meals to the Borough's children was recognised. This service also provides catering to some of Coventry's

Schools. If we were to compare our workforce structure to similar authorities in the region who do not have an in-house catering service, the GPG for the Council would stand at a mean average of 7.4% and median of 3%.

Executive Summary

Gender pay gap analysis shows the difference in average pay between all men and women in a workforce, expressed as a percentage of men's earnings. 'Workers' are defined as those who count as 'employees' under the Equality Act 2010.

There are two types of workers for gender pay gap calculations:

- (i) A **Relevant employee** - applies to all employed workers (including Apprentices) in the Council on the snapshot date regardless of hours/reduced hours or patterns of work. Relevant workers are only included in calculations for bonuses and quartile figures.
- (ii) **Full Pay relevant employees** are those workers (including Apprentices) used in the calculations of hourly rates of pay on the snapshot date who received their normal/ordinary contracted pay in March. This is not the same as a full time equivalent post.

Gender pay gap reporting is different to Equal Pay.

Equal Pay is about:



Pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Men and women are paid equally for the same like work.

Gender Pay Gap is about



Differences in average hourly pay and bonuses between all men and women in a workforce, expressed as a percentage of men's earnings.

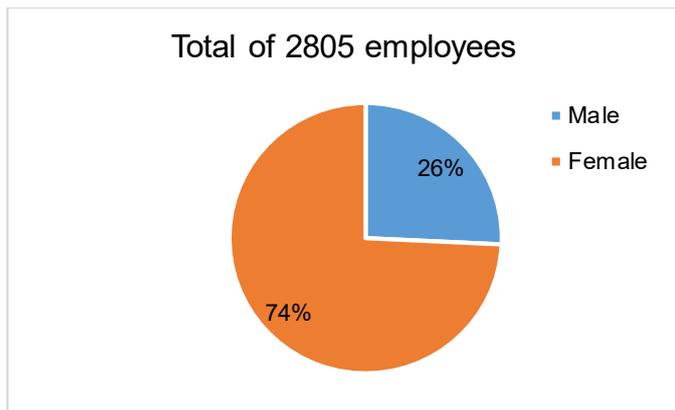
-V-

Council's employ over 1.5 million people, 75% of whom are women. Solihull, like many other public sector organisations, has a similar workforce profile.

The senior leaders at the Council at the Corporate Leadership Team (CLT) level, is comprised of four women and two men. In the last twelve months female representation of women amongst our Heads of Services and Middle Managers increased by three.

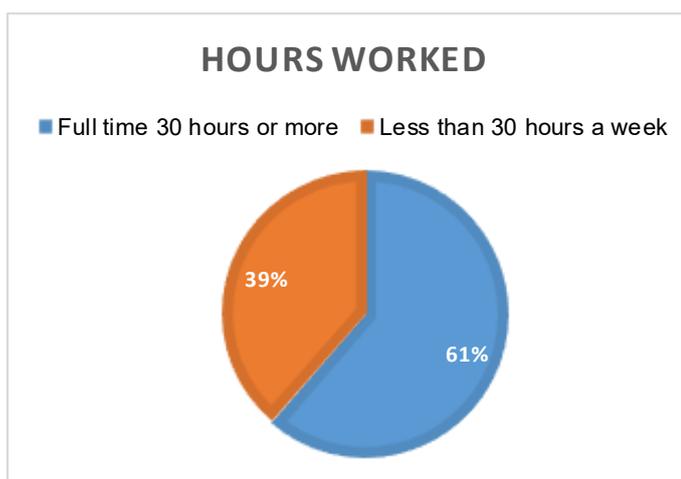
Workforce Profile:

Table A:



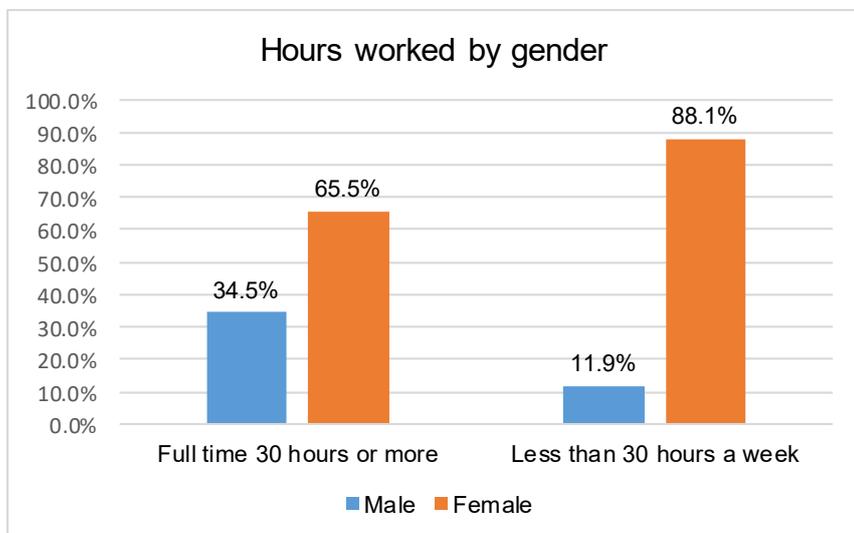
This shows a slight decrease in the number of employees from the previous year's figures where the total number was 2841 as at 31 March 2019 when the gender split was 75% female and 25% male

Table B:



39% of Council employees worked either part-time and/or reduced hours (less than 30 hours per week). These figures have not changed significantly from the previous year where the split was 40% part time and 60% full time.

Table C:



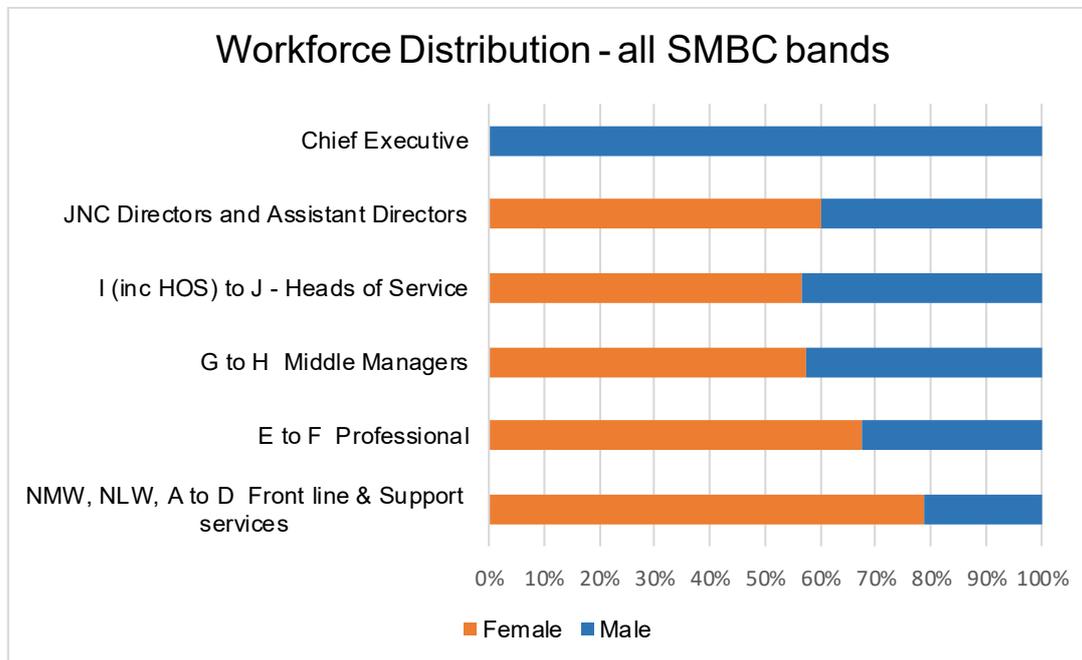
Women make up 65.5% of those working full-time and 88.1% of those employees working part-time and/or reduced hours.

There has been a small increase in women working full time and a reduction in women working part time compared to the previous year where 65.1% of women worked full time and 89.2% part time.

Female Senior Management Representation

As at 31 March 2020, there were 53 senior managers employed at the grade of Head of Service and above of which 30 were female. This is an increase in female representation at a senior level as last year there were 27 women out of a total of 50 senior managers. The Corporate Leadership Team (CLT), led by the Chief Executive consisted of 6 Chief Officers, of whom 4 were women. Table D below shows the workforce distribution as at 31 March 2020.

Table D:



Based on 2295 Full Pay Relevant employees on SMBC Bands and excludes TUPE posts. NMW=National Minimum Wage, NLW=National Living Wage

Posts at Head of Service level and above primarily worked full time with only one male and one female working less than 30 hours a week.

The Council's gender pay gap has been analysed by Directorate for those employees included in the gender pay gap calculation to see how this compares to the whole organisation.

Directorate	Women	Men	Hourly pay gap amount £	Pay gap %
Adults Care and Support	84%	16%	£0.45 In favour of women	3.08% In favour of women
Children Services	81%	19%	£1.96	9.85%
Economy and Infrastructure	62%	38%	£2.33	14.21%
Public Health	66%	34%	£0.36 In favour of women	1.9% In favour of women
Resources	72%	28%	£4.07	23.96%
Resources – Excluding catering	57%	43%	£1.36	8.23%

Statutory Gender Pay Gap Calculations as at 31 March 2020

Measures We Report On:

There are six calculations we are required to report on from the Gender Pay Gap Regulations:

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.
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.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid a bonus pay during the relevant period.
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.

The **mean**, commonly known as the average, is calculated for the gender pay gap when you add up the hourly rates of all male full pay relevant employees and divide the figure by the number of male employees and then do the same for female full pay relevant employees. Once this is completed you compare the two average hourly rates. The mean gender pay gap is the percentage difference between average male pay and female pay. For example, if the mean hourly rate for a male is £10 and the mean hourly rate of a female is £8, then the gender pay gap amount is £2 less or 20%. So for every £100 earned by a man, a woman would only earn £80.

The **median** is the figure that falls in the middle of a range when male then females hourly rates are lined up from smallest to largest. The **median** gap is the difference between the employee in the middle of the male hourly rate and the middle employee in the range of female hourly rate. The figure is then expressed, in GPG reporting terms as a %.

The Six Statutory Gender Pay Gap Calculations for Solihull Council:

Calculations 1-4		Snapshot date			
		As at 31 March 2020	As at 31 March 2019	As at 31 March 2018	Difference from 31 March 19 results
1.	Mean average gender pay gap in hourly pay	-13.5%	-15.2%	-19.4%	Reduced the gap by 1.7%
2.	Median average gender pay gap in hourly pay	-20.3%	-25.1%	-26.7%	Reduced the gap by 4.8%
3.	Difference in mean bonus payments	-29.0%	-23.0%	-24.7%	Increase of 6%
4.	Difference in median bonus payments	-33.5%	-19.4%	-25.8%	Increase of 14.1%

The mean and median hourly rate gender gaps have both reduced in the last twelve months.

We have compared the Council's gender pay gap results for the mean and median hourly pay to the Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) provisional earnings data for October 2020 for jobs in the United Kingdom in the table below:

Description	Mean	Median
United Kingdom:	14.6	15.5
Non-profit body or mutual association	17.8	18.2
Private sector	18.1	22.1
Public sector	14.5	15.8
England	15.5	16.6
West Midlands	14.3	16.1
Non-profit body or mutual association	20.4	23.5
Private sector	18.3	20.4
Public sector	15.7	21.2
Solihull Borough	16.3	26.0
Solihull Council	13.5	20.3

Source: ONS. October 2020. These ONS estimates are based on the location on where people work and not where they live.

It can be seen that the Council's GPG is comparing well for both the mean and median figure against the borough and regional ONS estimated figures.

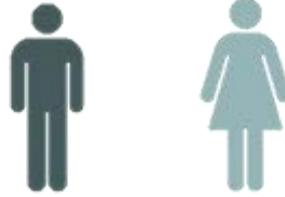
In March 2020, due to the impact of the virus pandemic, the Government suspended the obligation of organisations to report their gender pay gaps, citing the coronavirus pandemic. As a result of this our intention to compare the Council's results with those from neighbouring local authorities in the West Midlands was deferred. At the time of writing this report, there has been no indication by the Government to defer uploading by the 31 March 2021 so this action will be carried forward for completion by the end of 2021.

Calculation 5 - Bonus Proportions:

In terms of the public sector, bonus pay means any payment that is in the form of money or vouchers that relates to productivity, performance, incentive or commission. In Solihull Council this covers one-off performance payments and long service awards.

Annual incremental values are not included as a bonus despite being performance related but are factored into ordinary pay. As such, the bonus pay calculations do not provide a full picture of performance related payments.

The percentage of males and females receiving a bonus payment as a proportion of all employees:



Percentage gap in bonus payments for females

31 March 20	10%	14.1%	+4.1%
31 March 19	9.8%	11.4%	+1.6%
31 March 18	7.5%	10.2%	+ 2.7%
% Change from March 19	Up 0.2%	Up 2.9%	

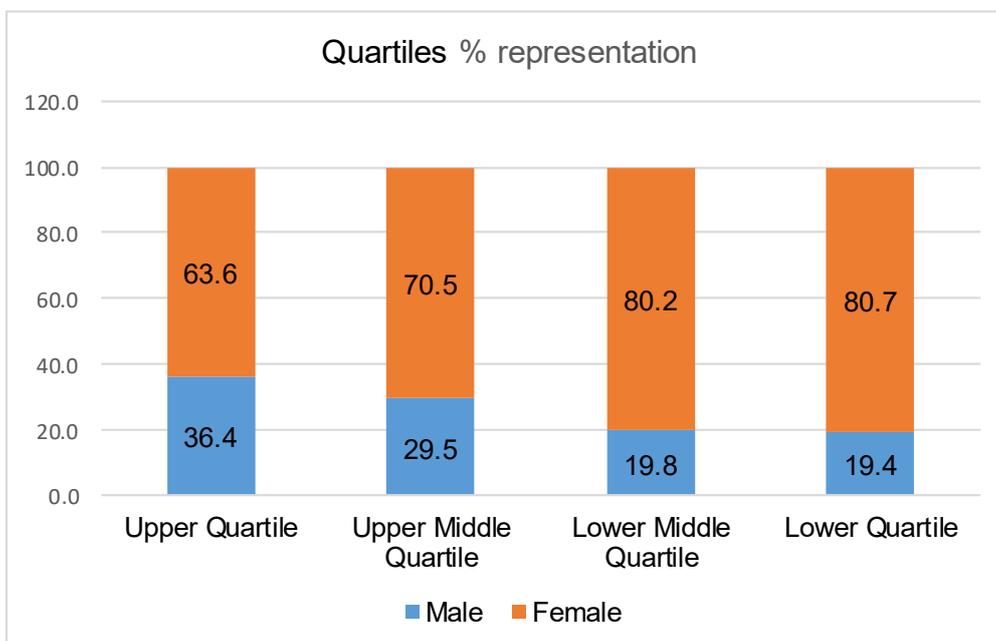
There was an increase in both males and females receiving bonus payments with a higher proportion of women receiving bonus payments compared to men. There is therefore a higher proportion of women who have reached the top of their band, being rewarded by receiving one off payments that recognise excellent performance.

There has been an increase in the gap for bonus payments. This is due to an increase in the proportion of female employees receiving a bonus payment. In 2019 there were 242 female employees who received such a payment and this increased to 293 in 2020.

Whilst it is welcome that a greater number of female employees have benefited from a bonus payment it has had a negative impact on the calculations. This is because there are now a greater number of lower paid female employees who have received a bonus which has adversely affected the mean and median pay calculations.

Calculation 6 -The Proportion of Full Pay Males and Females in Each Quartile Pay Band

The top quartile of earnings has seen an increase in female representation with women accounting for 63.6% of that quartile compared to 62.4% the previous year.



The table below compares the quartiles for last four years statutory reporting on the gender pay gap. It shows that there is a steady but slow increase in the representation of females to the upper and upper middle quartiles.

	31 March 2020		31 March 2019		31 March 2018		31 March 2017	
Quartile	%		%		%		%	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper earnings	36.4	63.6	37.6	62.4	39.5	60.5	38.8	61.2
Upper middle earnings	29.5	70.5	29.6	70.4	27.8	72.2	28.2	72.8
Lower middle earnings	19.8	80.2	19.7	80.3	15.4	84.6	21.6	78.4
Lower earnings	19.4	80.7	18.3	81.7	18.5	81.5	15.4	84.6

Progress on actions

We are committed to providing all employees with flexible working choices, helping them to achieve greater work life integration, reduce stress and enhance productivity.

In line with Government guidance and good practice, we produced an action plan last year that set out the Council's key actions on seeking to reduce the gender pay gap and increase the pace of work towards gender balance across the Council.

Appendix 1 shows our progress against the action plan and Appendix 2 sets out a revised action plan up to January 2022.

Corporate Gender Pay Gap Action Plan to October 2020- Updated progress

The need to redirecting or reprioritising work due to the Covid-19 pandemic has impacted on some of the planned actions over the previous year. However, those actions that have not been completed are in progress and due for completion by the revised date shown in the 'Progress' column.

	Activity	Due By	Lead Officer	Progress
General understanding on the GPG				
1	Raise the awareness across the Council of the gender pay gap and the Council's actions to reduce it, by providing messages through internal media such as Core Briefs, Latest News, staff briefing sessions and Directorate equality and diversity forums etc.	Ongoing	Head of Equality & Diversity	Ongoing. Staff engagement forums will be held in January and February 2021
2	Engage further with the Council's employees and unions to gain a better insight into the issues relating to gender equality and occupational segregation in the Council.	October 2020	Head of Equality & Diversity	Action to be completed by March 2021
3	Continue to roll out equality related e-learning to complement the Corporate mandatory Equality and Diversity Training.	April 2020	HR Resourcing & Development Manager	Completed. The e-learning includes a new mandatory Corporate E&D module, Unconscious Bias and Equality in the Workplace.
4	Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	October 2020	HR Policy Team	Action to be completed by March 2021
Partnership working				
5	Work with the Leadership Commission of the West Midlands Combined Authority (WMCA) to implement in the Council appropriate actions or initiatives to address any issues that prevent women securing middle and senior managers' positions.	October 2020	Head of Equality & Diversity	Action to be completed by March 2021
6	Work with other local authorities and other partners to identify best practice in reducing the gender pay gap and creating opportunities for women to progress into senior leadership roles in service areas where there is underrepresentation.	Ongoing	Head of Equality & Diversity	Ongoing.
Recruitment and Selection				
7	Monitor on a 6-monthly basis, the timely completion of the Council's mandatory Recruitment and Selection Training (which includes considerations around gender equality) for all managerial staff.	January 2020	HR Resourcing & Development Manager	Completed. Competences are up to date. Will now be moved into an ongoing action on a six-monthly basis
8	Carry out further analysis on new employee starters data to examine the	April 2020	Head of Equality & Diversity	Completed. Will now be moved into an

	starting salaries between men and women in the same salary bands in posts of middle manager or above in the Council.			ongoing action on a six-monthly basis
9	To consider the appropriateness of family friendly policies (such as agile and flexible working) prior to advertising.	Ongoing	HR Resourcing & Development Manager	Completed. Now part of considerations for advertising and placing in job adverts positive and welcoming statements about flexible working arrangements
10	Tailor a 6 monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	April 2020	Head of Equality & Diversity	Action to be completed by March 2021
Flexible working and Well Being				
11	Continue to actively promote the full range of flexible and agile working opportunities to all existing staff through appropriate media that enables both women and men to have the opportunity to progress in their chosen careers.	Ongoing	HR Business Managers and HR Wellbeing Lead	This will be measured and supported by employee surveys as an ongoing action.
12	Take positive steps to understand the take up and possible barriers to men taking up paternity leave.	October 2020	HR Policy Team	Action to be completed by March 2021
13	Review the Council's carers policies and take up, reporting findings and recommendations to the Head of HR	April 2020	HR Policy Team	Completed
Workforce activity				
14	Review the distribution of performance ratings at a directorate level between men and women in the Council on an annual basis	October 2020	Head of Equality & Diversity	Completed. Will now be moved into an ongoing action on an annual basis
15	Monitor exit interview data and identify any trends to understand if one gender is leaving for common reasons compared to the other employees.	October 2020	Head of Equality & Diversity	Completed. Will now be moved into an ongoing action on a six monthly basis.
Training and Development				
16	Monitor the take-up of mandatory E&D training to all staff on 6 monthly basis in order to minimise the risks of discrimination, inappropriate behaviours and unconscious bias occurrences in the workplace.	July 2020	Head of Equality & Diversity	Completed. Will now be moved into an ongoing action.
17	Implement the new strategy for coaching and mentoring advice to support employees.	Jan 2020	HR Resourcing & Development Manager	Completed

Revised Corporate Gender Pay Gap Action Plan to October 2021

	Activity	Due By	Lead Officer
General understanding on the GPG			
1	Raise the awareness across the Council of the gender pay gap and the Council's actions to reduce it, by providing messages through internal media such as Core Briefs, Latest News, staff briefing sessions and Directorate equality and diversity forums etc.	Ongoing	Head of Equality & Diversity
2	Engage further with Council's employees and unions to gain a better insight into the issues related to gender equality and occupational segregation in the Council.	April 2021	Head of Equality & Diversity
3	Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	March 2021	HR Policy Team
Partnership working			
4	Work with the Leadership Commission of the West Midlands Combined Authority (WMCA) to implement in the Council appropriate actions or initiatives to address any issues that prevent women securing middle and senior managers' positions.	October 2021	Head of Equality & Diversity
5	Work with other local authorities and other partners to identify best practice in reducing the gender pay gap and creating opportunities for women to progress into senior leadership roles in service areas where there is underrepresentation.	October 2021	Head of Equality & Diversity
Recruitment and Selection			
6	Monitor on a 6-monthly basis, the timely completion of the Council's mandatory Recruitment and Selection Training (which includes considerations around gender equality) for all managerial staff	Ongoing	HR Resourcing & Development Manager
7	Tailor a 6 monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	April 2021	Head of Equality & Diversity
Flexible working and Well Being			
8	Continue to actively promote the full range of flexible and agile working opportunities to all existing staff through all appropriate media that enables both women and men to have the opportunity to progress in their chosen careers.	Ongoing	HR Business Managers and HR Wellbeing Lead
9	Take positive steps to understand the take up and possible barriers to men taking up paternity leave.	March 2021	HR Policy Team

Workforce activity			
10	Review the distribution of performance ratings at a directorate level between men and women in the Council on an annual basis	October 2021	Head of Equality & Diversity
11	Monitor exit interview data and identify any trends to understand if one gender is leaving for common reasons compared to the other employees.	January 2022	Head of Equality & Diversity
Training and Development			
12	Monitor the take-up of mandatory E&D training to all staff on 6 monthly basis in order to minimise the risks of discrimination, inappropriate behaviours and unconscious bias occurrences in the workplace.	Ongoing	Head of Equality & Diversity
13	Measure the take up of the new strategy for coaching and mentoring advice to support employees by gender.	October 2021	HR Resourcing & Development Manager