

Gender Pay Gap Report – Stoke-on-Trent City Council – 2017

Introduction and Purpose

Gender Pay Reporting Legislation requires employers with 250 or more employees to publish statutory calculations annually showing how large the pay gap is between their male and female employees.

Stoke-on-Trent City Council (the 'Council') is therefore required under these Regulations to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

This Gender Pay Gap Report sets out the Council's gender pay gap and will come into effect from 30 March 2018. This report will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

What do we have to report on?

Mean gender pay gap - The difference between the hourly 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 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 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

Gender Pay Gap Data

The snapshot date of the data used for this report is the 31st March 2017, as of this date there were 4,231 employees at the Council.

The table below details the proportion of male and female employees.

Male	Female
1,564	2,667
37%	63%

Gender pay gap

On average, female employees at the Council are paid slightly more, although the gap is small enough to not be significant.

Below are the mean and median pay gaps for the Council.

Mean gender pay gap

Male Mean Hourly Rate	Female Mean Hourly Rate
£12.97	£13.11
Gap -1.10%	

Median gender pay gap

Male Median Hourly Rate	Female Median Hourly Rate
£11.63	£12.01
Gap -3.26%	

Bonus Pay

Bonus payments are not relevant to Council employees.

The information below is based on exceptional single honorarium payments having been made in the 12 month period prior to the snapshot date. The relevant employees who received these form a very small proportion of our total number of employees. Honorarium payments are only made where an employee takes on additional duties for a defined period of time usually in the event of a colleagues leaving employment.

Proportion of male and female employees receiving bonuses

Male	Female
6	10
0.38%	0.38%

Mean bonus pay gap

Male bonus pay	Female bonus pay
£10.09	£7.76
Gap 23.09%	

Median bonus pay gap

Male bonus pay	Female bonus pay
£ 1,516.52	£ 1,809.38
Gap -19.31%	

Proportion of male and female employees in each quartile of the Council

Our workforce covers a wide range of roles across the Council and all are paid as per the Councils Pay scales for each grade.

Quartile	Upper Quartile	Upper Middle	Lower Middle	Lower Quartile
Male	40.3%	41.6%	31%	35%
Female	59.7%	58.4%	69%	65%

The Upper and Upper Middle quartiles show a more even split of male and female employees against the Lower and Lower Middle quartile where we have more female employees. Many jobs within the lower quartile are part-time posts.

The Council is committed to ensuring that our employees are rewarded fairly for their contributions, regardless of gender.

The Council offers its employees a wide range of flexible working options to enable them to effectively manage their work/life balance.

The Council appoints to roles based on merit regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief. However, it is recognised that some groups are under-represented in the current workforce and the Council remains committed to ensuring that our workforce reflect the make-up of the communities we serve as much as possible.

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements:



David Sidaway

City Director

