

Gender Pay Gap Report – Stoke-on-Trent City Council – 2020

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 annually publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

In line with the legislation requirements the Council published its first Gender Pay Gap Report on 30 March 2018.

This Gender Pay Gap Report sets out the Council's gender pay gap for 2020. The deadline date for publication is normally required annually by the 30 March. Due to the continuing impact of the pandemic, the deadline date to publish the 2020 data has been extended until 5 October 2021

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 31 March 2020, as of this date there were 3,961 relevant employees at the Council.

In line with many other local authorities Stoke-on-Trent City Council's workforce has more female employees than male. The table below details the proportion of male and female employees.

Male	Female
1,333	2,628
36%	64%

Gender pay gap

On average, male employees at the Council are paid slightly more than female employees.

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

Mean gender pay gap

Male Mean Hourly Rate	Female Mean Hourly Rate
£14.19	£13.86

Gap 2.45%

Median gender pay gap

Male Median Hourly Rate	Female Median Hourly Rate
£12.35	£12.35

Gap 0%

Bonus Pay

Bonus payments are not relevant to Council employees.

Proportion of male and female employees receiving bonuses

Male	Female
0	0

Mean bonus pay gap

Male bonus pay	Female bonus pay
0	0

Median bonus pay gap

Male bonus pay	Female bonus pay
0	0

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 council' pay scales for each grade.

Quartile	Upper Quartile	Upper Middle	Lower Middle	Lower Quartile
Male	33%	32%	41%	29%
Female	67%	68%	59%	71%

Our quartile percentages show that there are more women in each quartile, which falls in line with the gender split across the council as a whole.

In summary, there is no difference between the pay of men and women employed at the Council in the same or equivalent roles as we have a job evaluation mechanism which ensures equal pay.

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, sex, marital status, sexual orientation, disability or religion and belief.

However, it is recognised that some groups are under-represented in the current workforce, which has resulted in a pay gap in favour of our male employees. We aim to close this gap, through continuing to provide transparency in promotion, pay and reward processes, offering a range of workforce development opportunities and flexible working opportunities.

The Council remains committed to ensuring that our workforce reflect the make-up of the communities we serve as much as possible.



City of
Stoke-on-Trent

Statement

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

A handwritten signature in black ink, appearing to read 'J Rouse'.

Jon Rouse
City Director