



Gender Pay Gap Report 2017



Stockton-on-Tees
BOROUGH COUNCIL

Ambitious, effective and proud to serve

INTRODUCTION

Stockton-on-Tees Borough Council as a Public Sector organisation with over 250 employees is required by Gender Pay Gap legislation introduced in April 2017, to publish statutory calculations every year showing how large the pay gap is between their male and female employees i.e. the difference between the average (mean and median) hourly

earnings of men and women who work here.

This report provides details of the Stockton-on-Tees Borough Council's workforce who are within the scope of the legislation as of 31 March 2017 and the gender pay gap calculations as required by the legislation.

OUR WORKFORCE PROFILE

For the purpose of Gender Pay reporting, relevant employees are all employees employed by the Council on the snapshot date – 31 March 2017. This includes permanent and temporary employees employed as at 31 March 2017, as well as those on casual contracts that were paid during the pay period ending 31 March 2017.

Under the regulations, the workforce of our maintained Schools are excluded as the governing body of a maintained school is treated as the employer and required to publish their own calculations if applicable.

Over the last 6 years there has been a significant reduction in the total number of SBC Employees. It has reduced by over 25%, from 4,260 as at 31 March 2011 to 3,183 as at 31 March 2017.

Gender Breakdown

The Council has always had a predominately female workforce.

As at 31 March 2017, 71% of the workforce was female which has remained unchanged year on year. This

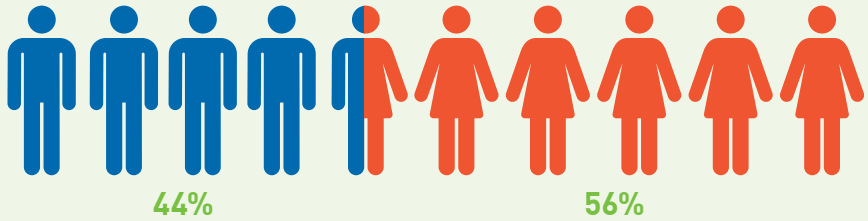
can in part be attributed to a greater number of female part-time workers across all areas of the Council and the flexible / family friendly working policies available.

WORKFORCE - GENDER SPLIT



Full time vs Part Time

FULL TIME EMPLOYEES - GENDER SPLIT



PART TIME EMPLOYEES - GENDER SPLIT



The greater number of females in part time roles can in part be attributed to the variety of family friendly policies available to our employees but also the

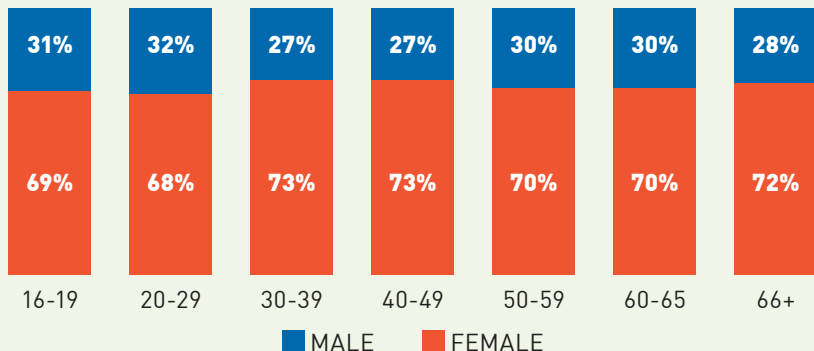
greater number of female employees employed in jobs which are not required full time, in areas such as Catering,

Age Breakdown

Our Gender profile remains consistent through the age range of our employees,

with a slight increase in the number of females aged between 30-50.

AGE OF EMPLOYEES - GENDER SPLIT



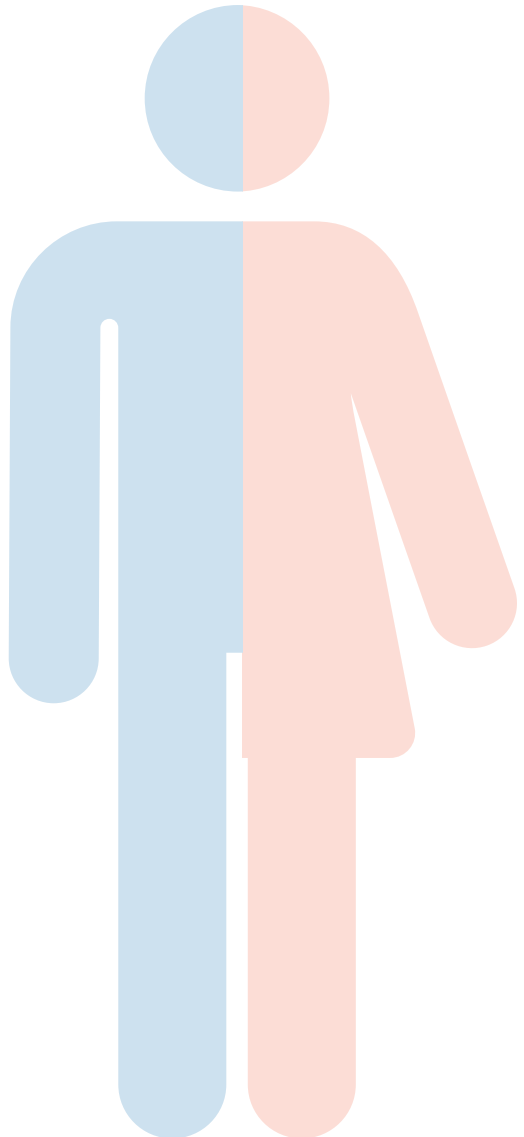
GENDER PAY GAP 31ST MARCH 2017

The gender pay gap is the difference between the average hourly pay received by men and women across the Council as at 31 March 2017.

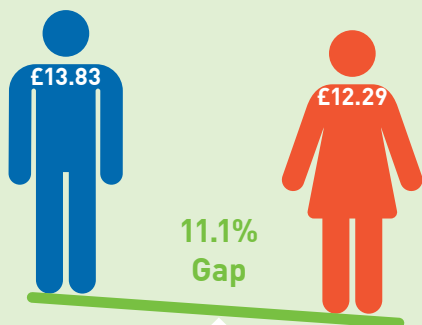
We are required to calculate and report the following gender pay gap data:

1. **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
2. **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
3. **Mean bonus gap:** The difference between the mean bonus paid to male relevant employees and that paid to female relevant employees
4. **Median bonus gap:** The difference between the median bonus paid to male relevant employees and that paid to female relevant employees
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. **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

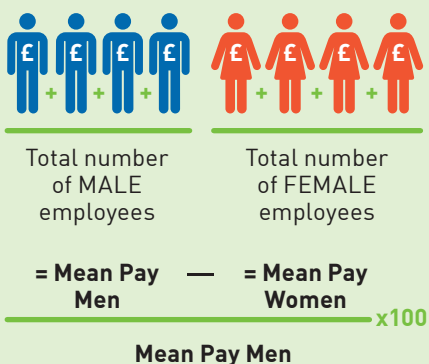
Please note that as the Council does not pay bonuses there are no figures to report for items 3, 4 & 5.



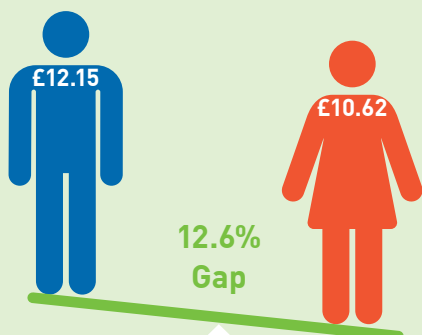
MEAN GENDER PAY GAP



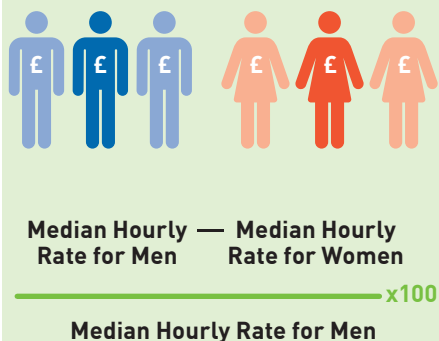
MEAN PAY CALCULATION



MEDIAN GENDER PAY GAP



MEDIAN PAY CALCULATION



This gender pay gap compares with the following picture across the public sector as a whole and with other sectors as follows:

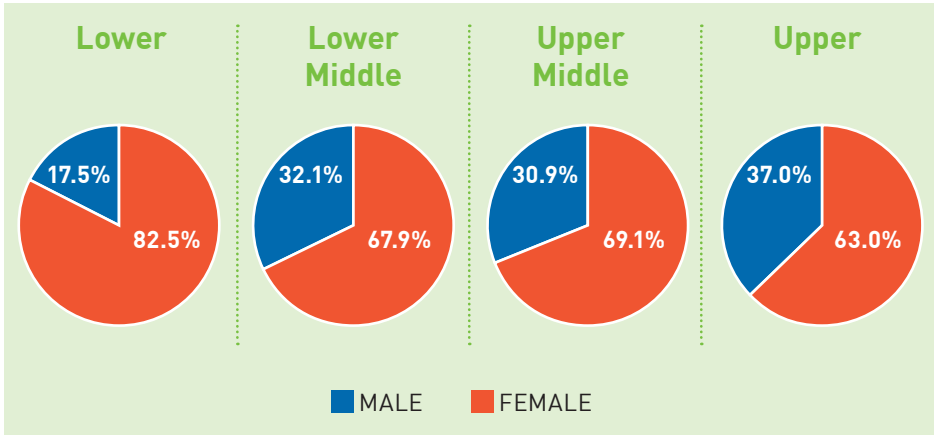
Full and Part Time Employees	Median			Mean		
	Women	Men	Gender Pay Gap	Women	Men	Gender Pay Gap
Stockton Borough Council	£10.62	£12.15	12.6%	£12.29	£13.83	11.1%
Public Sector	£13.79	£16.88	18.3%	£15.96	£19.46	18.0%
Private Sector	£9.44	£12.50	24.5%	£12.92	£16.49	21.7%
Non-profit	£11.99	£15.68	23.5%	£14.80	£18.42	19.7%

The Council's positive percentage pay gap (mean and median) means that women employed by the Council, on average receive a lower hourly pay rate than men employed by the Council.

QUARTILE PAY BANDS

The data below shows the Council's workforce divided into four equal sized groups based on calculated hourly pay rates. The lowest paid 25% of employees

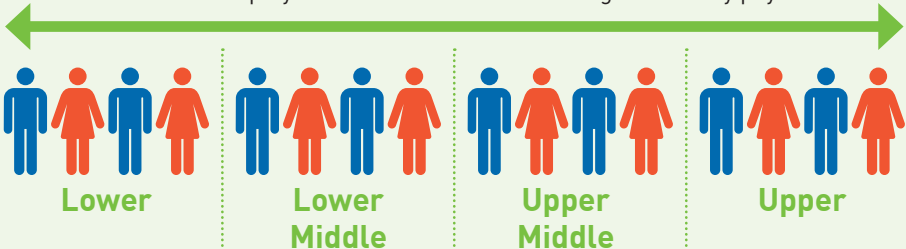
are the "lower" quartile and the highest paid 25% are the "upper" quartile. Our pay quartiles by gender are:



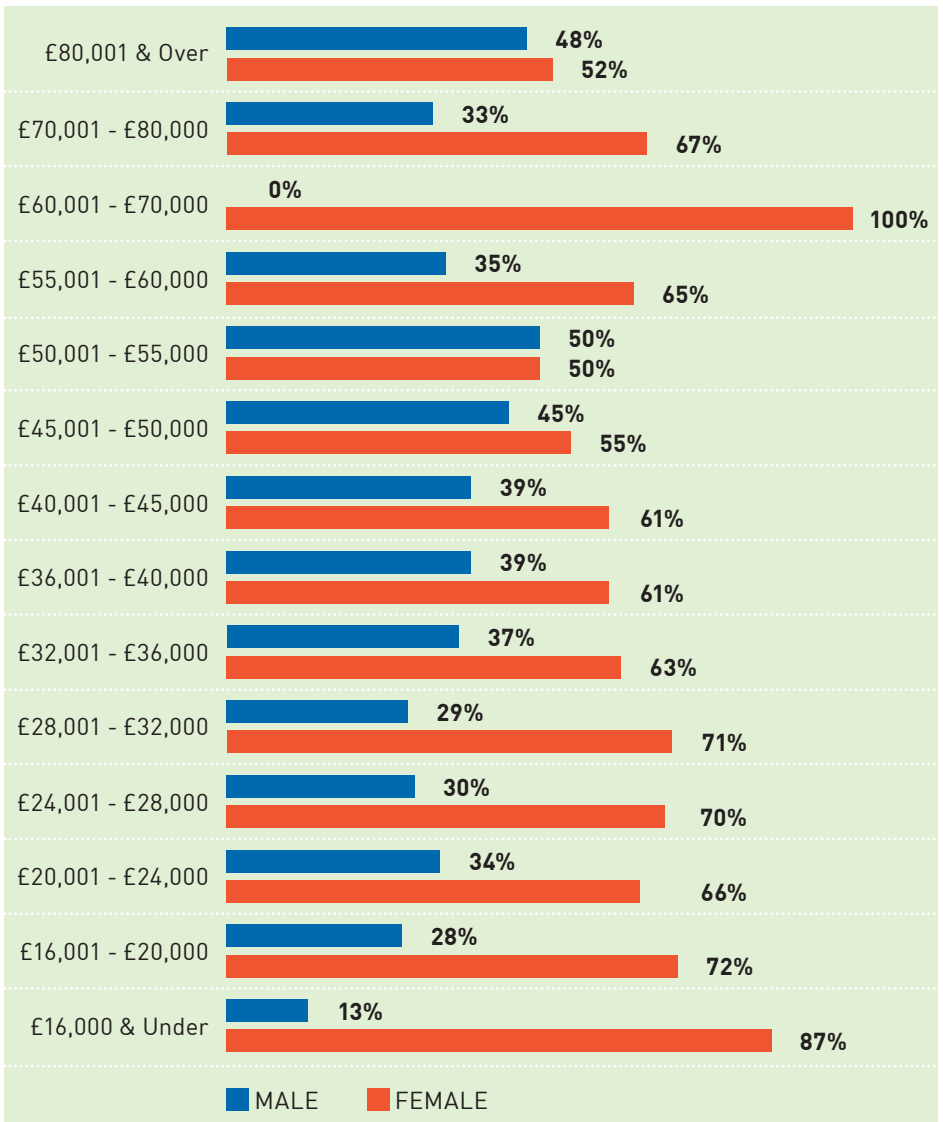
Quartile	Workforce		% in Quartile		% of Workforce	
	Women	Men	Women	Men	Women	Men
Lower	635	135	82.5%	17.5%	20.6%	4.4%
Lower Middle	523	247	67.9%	32.1%	17.0%	8.0%
Upper Middle	532	238	69.1%	30.9%	17.3%	7.7%
Upper	485	285	63.0%	37.0%	15.7%	9.3%

QUARTILE PAY CALCULATION

All relevant employees ranked from lowest to highest hourly pay rate



ADDITIONAL ANALYSIS OF WORKFORCE BY SALARY

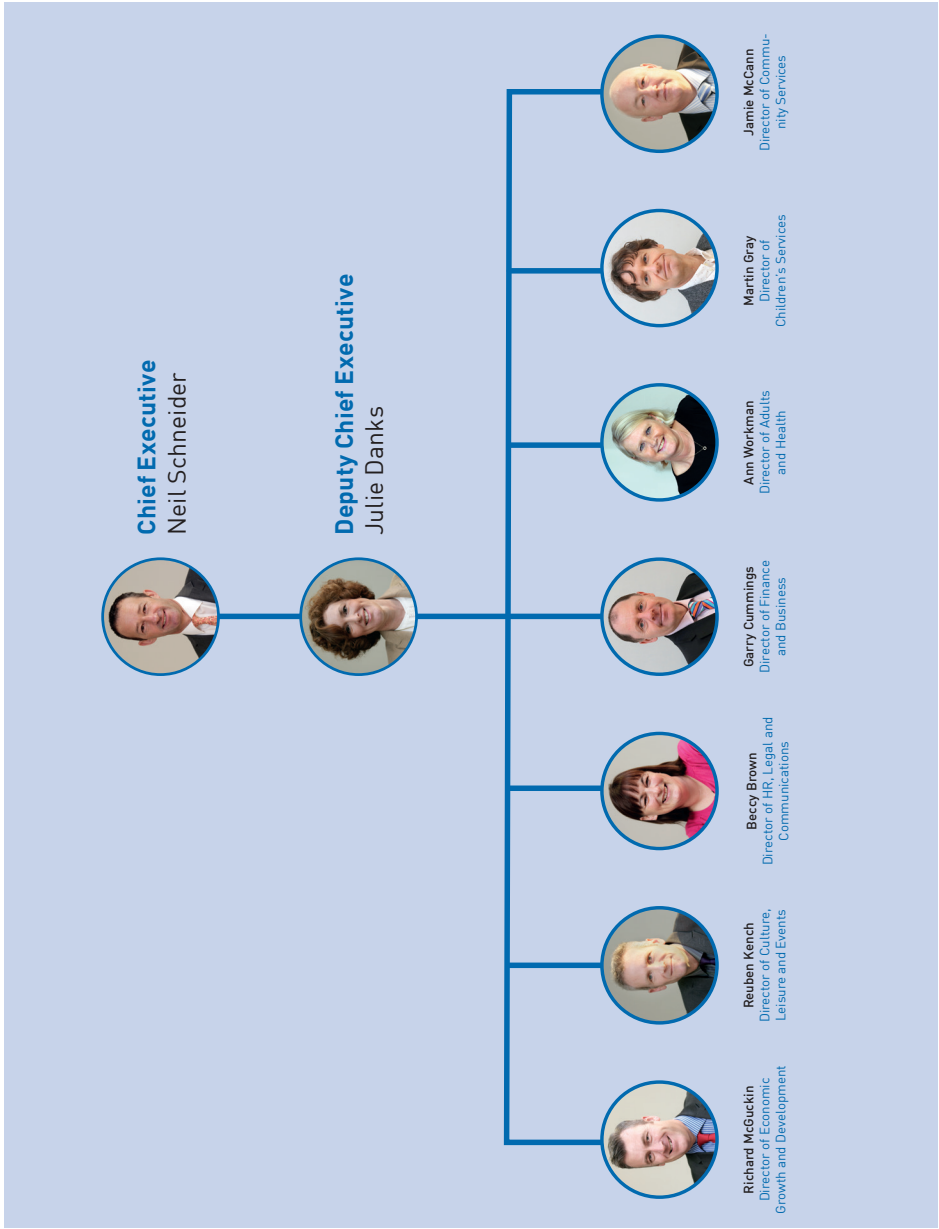


The above salary brackets are based on Full Time Equivalent Salary

The graph above shows the Council's gender breakdown into salary ranges. It demonstrates a greater gender split in

lower salary brackets which accounts for the difference in our gender pay figures above.

Corporate Management Team



The Council's Corporate Management Team has a gender split of

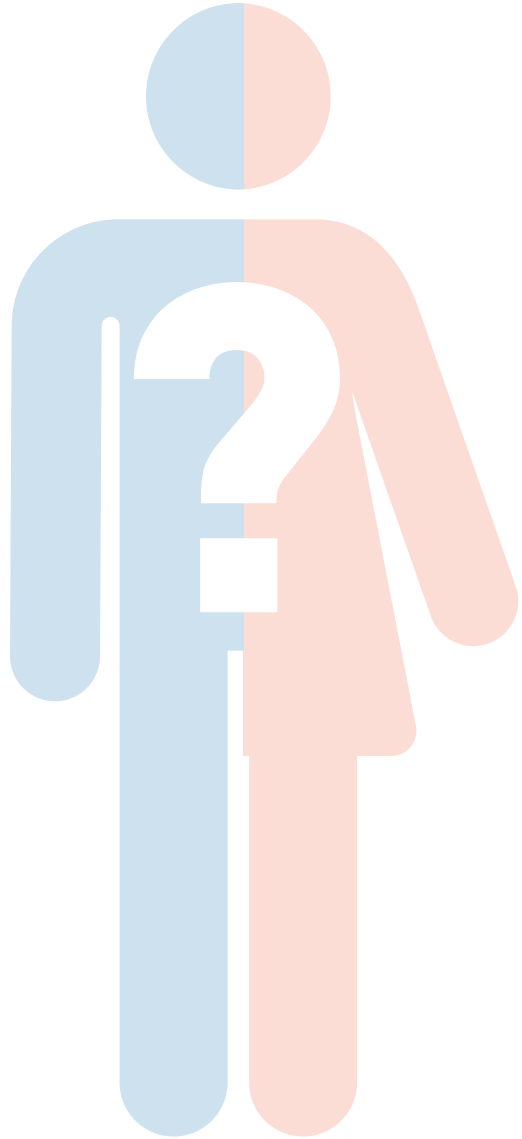
33% Female **66% Male**

WHAT IS CAUSING OUR GENDER PAY GAP?

The Council is committed to equal opportunities and equal treatment for all employees. Equal Pay legislation requires for men and women to receive equal pay for; the same or broadly similar work, work rated as equivalent under a job evaluation scheme, or work of equal value. In line with this we have established pay and grading structures, founded on evaluation of job roles using job evaluation, which ensures a fair and transparent approach to pay and the same grading of jobs which are rated as equivalent work, regardless of their sex or any other characteristic.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is as a result of the type of roles in which men and women work within the organisation undertake and the salaries that these roles attract.

Our positive gender pay gap shows that on average the hourly rate of pay for women is less than the average rate of pay for men. This is partly due to the Council employing a large number of female workers undertaking lower paid roles within Services including; Cleaning, Catering, School Crossing Patrol, Administration and Community Transport. In the majority of cases these roles are also part-time in nature which accounts for a greater number of female part time workers. This is shown by the higher proportion of women employed in the Lower quartile of paid employment, compared to the Lower Middle, Upper Middle and Upper quartiles.



ACTIONS TAKEN TO REDUCE OUR GENDER PAY GAP

The Council has already taken a number of steps which will contribute towards reductions in our Gender Pay Gap including our continuing work to support the development of women in the organisation, a move towards the Living Wage, increasing apprenticeship rates of pay, and implementation of NJC

pay awards. We are also looking at the utilisation of the apprenticeship levy to support staff development opportunities and more smarter/flexible ways of working through our Smarter Working in Stockton programme. We expect the changes to begin to impact over the next two to four years.

Move towards the Living Wage:

The Council are committed towards paying our lowest paid employees (excluding apprentices) the National Living Wage. As part of our commitment to move towards the Living Wage the Council agreed to delete the lowest two spinal column points (SCP 8 & 9)

with effect from 1st April 2016. Our lowest paid employees (excluding apprenticeships) are now paid at the bottom of our pay scale which starts at Grade C, spinal column point 10 at £7.89 per hour (1st April 2016). This increased to £8.09 per hour from 1st April 2017.

Pay Awards:

In 2016, the Local Government representatives agreed a two year pay deal with trade unions effective from April 2016. For the lowest paid (those on spinal points 6-17) this meant a pay rise of between 6.6% and 1.01% in the first year (from April 2016), and between 3.4% and 1.3% in the second (from April 2017). Those on spinal points 18-49 received 1% in year one and the same again the following year.

This pay deal will have a positive impact on the reduction of our gender pay gap data for 31 March 2018 with the second pay award having been implemented 1st April 2017.

The proposed NJC pay awards for April 2018 & 2019 have yet to be finalised, but the current proposals would see higher increases on the lower pay points (SCP10 – 19) in order to continue to close the

gap with the National Living Wage (NLW) and a 2% rise on SCP 20 and above. The Council's lowest pay point (SCP 10) would under the current proposals increase from £8.09 per hour (April 17) to £8.74 per hour (April 18) and to £9.36 per hour (in April 19).

Should this pay award be accepted by Trade Unions, the pay award will have a positive impact on the Council's gender pay gap.

Apprenticeship rates of pay:

From 1st April 2016 the salaries attributable to apprentices within the Council are paid at the National Minimum

Wage relating to age instead of the National Apprentice Wage. The different rates of pay are outlined below:

Year	25 and over	21 to 24	18 to 20	under 18	Apprentice
October 2016 to March 2017	£7.20	£6.95	£5.55	£4.00	£3.40
April 2016 to September 2016	£7.20	£6.70	£5.30	£3.87	£3.30

Apprenticeship Levy:

Legislation contained in the Finance Act 2016 introduced an apprenticeship levy payable by employers with pay bills over £3 million. The levy came into effect from 6th April 2017 and is paid at a rate of 0.5% of the Council's pay bill. The levy is being used to fund the cost of apprenticeship training for either new or existing employees.

The Council will utilise the apprenticeship levy to support training opportunities and succession planning opportunities for existing lower paid employees across the Council which will also contribute to our continuing work to support the development of women in the organisation.

Smarter Working in Stockton (SWiS):

Smarter Working in Stockton, is helping the Council meet the key challenges of budget pressures, reducing workforce and increased demand for services that it is facing in the future. It provides methods for meeting these challenges through the modernisation of working practices and improvement of work environments and benefits for employees. There are many different ways in which an employee can work smarter; this will differ between job roles and services.

SWiS is a way of working in which the Council empowers its Employees to work with maximum flexibility and minimum constraints in order to optimise their performance and deliver efficiencies. It

is based on the concept that work is an activity we do, rather than a place we go or in some cases a time it is carried out. With the technology available to modern business, there are numerous tools to help us work in new and different ways, to meet customer needs, reduce costs, increase productivity and improve sustainability. We believe our SWiS programme will have a positive impact on recruitment and retention of our workforce and create greater work life balance options for employees.

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