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**GENDER PAY REPORTING 2021/22**

Committee: Finance and Assets Committee

Date: 4 October 2022

Author: Nicole Pema, HR Manager

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1.0 **ISSUE**

1.1 To provide the Committee with some measurable data on gender pay at the Council.

2.0 **RECOMMENDATION(S)**

2.1 It is recommended that the Committee notes the content of the information report.

3.0 **BACKGROUND**

3.1 The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well paid jobs within an organisation than men, the gender pay gap is usually bigger.

3.2 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

3.3 For the purposes of gender pay reporting, the definition of who counts as an employee is set out in the regulations and follows the definition in the Equality Act 2010. This is known as an extended definition which includes casual employees as well as some self-employed people.

3.4 There are six calculations to carry out, and the results must be published on the employer's website and a government website within 12 months.

3.5 As the Council has fewer than 250 employees, we are not required to comply with the regulations but Members have requested some measureable data to be provided on gender pay. For the purposes of this report, only three of the six figures have been calculated – (1) mean gender pay gap in hourly pay; (2) median gender pay gap in hourly pay; and (3) proportion of males and females in each pay quartile. Calculations are based only on employees on the Council's establishment.

4.0 **FINDINGS**

4.1 The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. Mean is the difference between the average of men's and women's pay. Median is the difference between the midpoints in the ranges of men's and women's pay.

- 4.2 As at 31 March 2022, the women’s mean hourly rate was £16.10 per hour, 7.7% lower than the male’s mean hourly rate of £17.44 per hour. In other words when comparing mean hourly rates, women earn £0.92 for every £1 that men earn.
- 4.3 As at 31 March 2022, the women’s median hourly rate was £14.26 per hour, 8.5% lower than the male’s median hourly rate of £15.59 per hour. In other words when comparing median hourly rates, women earn £0.91 for every £1 that men earn.
- 4.4 In order to calculate the proportion of males and females in each pay quartile, employees were ranked from highest to lowest paid and divided into 4 equal parts (quartiles) – Upper Quartile; Upper Middle Quartile; Lower Middle Quartile; and Lower Quartile. Table 1 sets out the percentage of men and women in each of the quartiles.

Table 1: % of Males and Females in each Quartile as at 31/03/2022

Quartile	Males (%)	Females (%)
Upper	19 (40%)	28 (60%)
Upper Middle	14 (29%)	34 (71%)
Lower Middle	15 (31%)	33 (69%)
Lower	12 (25%)	36 (75%)

- 4.5 As at 31 March 2022, there were 191 employees on the Council’s establishment, comprising of 131 females and 60 males.
- 4.6 In the last 3 years, the Council’s gender pay gap has changed as follows:

Year	Mean	Median
2019/20	8.8%	13.4%
2020/21	8.9%	10.7%
2021/22	7.7%	8.5%

It is pleasing to see an improvement in both the mean and median gender pay gaps this year.

- 4.7 Some conclusions that can be drawn from the evidence above are:
- The Council has a high proportion of female employees across the whole organisation - 69% of the total workforce.
  - Females are well represented across each of the quartiles.
  - The Council has effective promotion practices in place as evidenced by the high number of females in the Upper (60%) and Upper Middle (71%) Quartiles.
  - The Council has a high number of female employees in the Lower Quartile (75%). This quartile includes cleaners and administrative staff which often attracts females with caring responsibilities.
  - The Council has a male Chief Executive.

4.8 The Council will continue to build on actions aimed at reducing the gender pay gap, including:

- Ensuring shortlists for recruitment and promotion opportunities include women.
- Using skills-based assessment tasks in recruitment to assess a candidate's suitability for the role and to ensure fairness.
- Using structured interviews for recruitment and promotions to prevent unfair bias from influencing decisions.
- Encouraging women to negotiate their salaries by showing salary ranges when recruiting.
- Committing to flexible working - supporting women returning to work through shared parental leave, job sharing, compressed hours, remote working, part-time opportunities – plus, encouraging men to also take advantage of flexible working arrangements.
- Offering financial assistance towards childcare costs attracts female employees.
- Helping women progress in their careers through a clear conversation approach towards performance management, which encourages line managers to have an open ongoing dialogue with staff on career development and progression.
- Ensuring that part-time employees are well supported and are given opportunities to progress.

4.9 Tables 2, 3 and 4 provide a comparison of the Council's gender pay gap against other local authorities for the last 3 years.

Table 2: Gender Pay Gap Comparison data 2019/20

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	8.8%	13.4%	78%	65%	74%	57%
South Cambridgeshire District Council	500-999	-6.6%	-19.4%	25%	56.2%	61.3%	56.2%
St Edmundsbury Borough Council	250-499	-0.8%	-5.8%	37.6%	56.1%	54.8%	50.8%
Cambridge City Council	500-999	2.5	5.5	61.1	62.9	62	55.3
Fenland District Council	500-999	9.4	0	36	67	64	46
Huntingdonshire District Council	1000-4999	4.8	0	53.6	54.3	57.7	48.6
Cambridgeshire County Council	5000-19,999	8.3	8.9	82.8	81.4	77.2	72

Table 3: Gender Pay Gap Comparison data 2020/21

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	8.9%	10.7%	74%	66%	79%	53%
South Cambridgeshire District Council	500-999	-9.9%	-19.5%	23.9%	52.8%	61.4%	56.5%
West Suffolk Council	500-999	-0.6%	-3%	38.6%	54.7%	58.4%	50%
Cambridge City Council	500-999	0.3%	4.8%	49%	52%	43%	47%
Fenland District Council	500-999	4.4%	2.7%	34%	78%	43%	42%
Huntingdonshire District Council	1000-4999	2.7%	0%	51.4%	54.3%	55.7%	52.7%
Cambridgeshire County Council	5000-19,999	7%	9%	83.3%	80.4%	78.5%	72.7%

Table 4: Gender Pay Gap Comparison data 2021/22

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	7.7%	8.5%	75%	69%	71%	60%
South Cambridgeshire District Council	500-999	-9.5%	-19.5%	27.3%	54.8%	63.1%	53.7%
West Suffolk Council	500-999	-3.3%	-2%	33%	54%	61%	49%
Cambridge City Council	500-999	1.4%	4.8%	51%	52%	42%	48%
Fenland District Council	500-999	5.8%	12.1%	34%	80%	61%	39%
Huntingdonshire District Council	1000-4999	0.7%	0%	52.6%	52.6%	55.5%	51.7%
Cambridgeshire County Council	5000-19,999	9.6%	8.6%	17%	18%	25%	29%

## 5.0 FINANCIAL IMPLICATIONS/EQUALITY IMPACT ASSESSMENT

5.1 There are no costs associated with this report.

5.2 An Equality Impact Assessment (EIA) is not required.

## 6.0 APPENDICES

None

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**Background Documents**

Gender Pay Gap Reporting: Make your calculations – GOV.UK

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

Salary data for the Council's workforce as at 31/03/2022

Gender Pay Gap: Employer Comparison – GOV.UK

**Location**

Room 118, The Grange,  
Ely

**Contact Officer**

Nicole Pema  
HR Manager  
(01353) 616325

E-mail:

[nicole.pema@eastcambs.gov.uk](mailto:nicole.pema@eastcambs.gov.uk)