

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 Gender pay data requirements

Produced by People & Organisational Development

Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced a requirement for employers with 250 or more employees to publish details of their gender pay and bonus gap every year from 2017 onwards.

Epsom and Ewell Borough Council is required to publish the following data.

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile of the organisation's pay structure

The data is based upon the snapshot date of 31 March 2023 with the requirement being for the data to be published on the Council's website and the GOV.UK website by 30 March 2024 and annually thereafter.

The information for Epsom and Ewell Borough Council for 2023/24 is shown below:

Mean gender pay gap		
Gender	Mean hourly pay	Percentage
Male	£16.88	
Female	£17.80	
Total		- 5.4%

Median gender pay gap		
Gender	Median hourly pay	Percentage
Male	£14.24	
Female	£16.45	
Total		-15.5%

The Council did not pay any bonuses to its employees during the reporting year 2023/24 and the requirement to report on this is therefore not applicable.

Proportion of males and females in each quartile

Lower quartile		
Gender	Total employees	Percentage
Male	43	62%
Female	26	38%
Total	69	

Lower middle quartile		
Gender	Total employees	Percentage
Male	38	52%
Female	35	48%
Total	73	

Upper middle quartile		
Gender	Total employees	Percentage
Male	28	42%
Female	38	58%
Total	66	

Upper quartile		
Gender	Total employees	Percentage
Male	30	45%
Female	37	55%
Total	67	

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What is the difference between equal pay and gender pay?

Equal pay deals with the pay differences between men and women who carry out the same roles, similar roles or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Gender pay illustrates the differences in the average pay between men and women. An organisation may have a gender pay gap if a majority of men are in top jobs, despite paying male and female employees the same rates of pay for similar roles.

What are the underlying causes of Epsom & Ewell Borough Council's gender pay gap?

Epsom & Ewell Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

The Council has a fair and equitable Employee Pay and Reward Procedure in place and all roles are evaluated using the National Joint Council (NJC) job evaluation methodology to ensure equal pay for male and female employees who are carrying out the same or equivalent work, regardless of their gender (or any other characteristic set out above).

Epsom & Ewell Borough Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

According to the Government Equalities Office, the causes of the gender pay gap across the UK economy as a whole include:

- A higher proportion of women choosing occupations that offer less financial reward (e.g., administration).
- Many high paying sectors being disproportionately made up of male workers (e.g., information and communications technology).
- A much higher proportion of women working part-time, and part-time workers earning less than their full-time counterparts on average.
- Women being more likely to have had breaks from work which have affected their career progression, meaning that they are less likely to have progressed up the career ladder into higher paying senior roles.

At Epsom & Ewell Borough Council, the pattern from both the UK economy as a whole and that for the public sector is not reflected in the make-up of the workforce, where the majority of front-line Operatives are men and where many senior management roles are held by females.

How does Epsom & Ewell Borough Council's gender pay gap compare with that of other organisations?

The requirement to report on gender pay differences is aimed at encouraging organisations to identify any gap and put in place measures to reduce this.

The provisional April 2023 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures indicate that the median gender pay gap nationally across all sectors is 14.3%. More specifically, the median gender pay gap for the public sector is 14.0%.

In comparing the Council to other organisations, the negative gender pay gap indicates that women are not receiving less average pay than men.

What is Epsom & Ewell Borough Council doing to address its gender pay gap?

Gender pay is not a subject about which Epsom & Ewell Borough Council is complacent, and it is committed to doing everything that it can to reduce the gap. However, it recognises that its scope to act is limited in some areas. For example, it has no direct control over the subjects that individuals choose to study or the career choices that they make.

Current workforce data tells us that the Council is attracting and retaining women and that it has a fairly representative number of female employees across all four pay quartiles.

However, Epsom & Ewell Borough Council is committed to taking a long-term view of resourcing, developing and engaging its workforce and has identified the following actions to encourage gender equality at work over the next 12 months:

- Ongoing gender monitoring to better understand:
 - the proportions of men and women applying for jobs and being recruited
 - the proportions of men and women applying for and obtaining internal promotions
 - the proportions of men and women leaving the organisation and their reasons for leaving
 - the numbers of men and women in each role and pay band
- Using our existing Diversity, Equity and Inclusion Group (staff network) to stimulate and address discussions surrounding Diversity, Equity and Inclusion across the organisation and working in partnership with management to implement identified actions
- Ensuring that Diversity, Equity and Inclusion training is mandatory for all staff at induction and annually thereafter.
- Ongoing review and promotion of procedures to encourage all employees to take advantage of arrangements that enable them to fulfil their caring responsibilities, such as flexible working, shared parental leave, etc.
- Ongoing review of and improvements to recruitment processes (including but not limited to a wider review of hybrid working options, virtual recruitment methods to remove barriers and attract a potentially wider talent pool, and ensuring selection panels are both diverse and provided with relevant training)
- Continuation of explicitly citing the salary ranges on all recruitment advertisements and keeping the use of recruitment mediums varied to encourage as wide a range of applicants as possible.
- Focus on succession planning across each Division to ensure that future talent is identified and career progression plans are in place.
- More targeted use of the apprenticeship levy to support services in which we are experiencing difficulties in the recruitment and retention of staff.

The findings of this report will be published on an annual basis.