



Isle of Wight Council Gender Pay Gap Report for March 2022

March 2023

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Preamble

From 2017, Gender Pay Gap Legislation requires any organisation that has 250 or more employees to publish a report showing how large the pay gap is between male and female employees. The pay gap is the difference between the average (mean or median) earnings of men and women, expressed as the percentage of women's earnings compared to men's earnings.

The report must be published by the 30th of March each year for the public sector and the 4th of April each year for the private sector, the information must be displayed on the employers' own website and a designated Government website.

Employers are required to calculate the following information:

- ***Their 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 employees)
- ***Their 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 employees)
- ***Their mean bonus* gender pay gap*** (The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees)
- ***Their median bonus* gender pay gap*** (The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees)
- ***Their proportion of males and females receiving a bonus payment*** (The proportions of male and female relevant employees who were paid bonus pay during the relevant period)
- ***Their proportion of males and females in each quartile* pay band*** (The proportions male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands).

*Bonus means any remuneration that is in the form of money, vouchers, securities, securities options or interests in securities and relates to profit sharing, productivity, performance, incentive or commission.

*A quartile is one of the three points that divide the population of data into four equal parts. In the context of gender pay gap reporting, the four quartile pay bands are created by dividing the total number of full-pay relevant employees into four equal parts.

This report is based on those who were employed on the 31st of March 2022. The pay period used for the calculation of pay was the month of March 2022 as employees are paid monthly. The bonus period covers the period 1st of April 2021 to the 31st of March 2022.

Scope

For the purposes of gender pay reporting, the definition of an employee is that which is given in the Equality Act 2010. This is known as an 'extended' definition which includes:

- Employees (those with a contract of employment)
- Workers (those with a contract to do work or provide services for the organisation)
- Some self-employed people (where they have to personally carry out the work they do for the organisation)

The gender pay gap calculation is based on the number of individual employees and not the full-time equivalent. This means that each part-time employee counts as one employee.

Apprentices, seasonal, temporary or casual employees are included if they fall within the reference period set out above.

Gender Pay Gap Information

1. The mean gender pay gap in hourly pay

	Females (£)	Males (£)	Gap (%)
March 2017	12.6	13.93	9.6
March 2018	12.13	13.48	10.1
March 2019	12.80	13.95	8.3
March 2020	13.35	14.94	10.7
March 2021	14.43	16.04	10.0
March 2022	14.18	15.87	10.6

2. The median gender pay gap in hourly pay

	Females (£)	Males (£)	Gap (%)
March 2017	10.57	12.42	14.9
March 2018	10.44	12.35	15.5
March 2019	10.89	12.61	13.7
March 2020	11.19	13.64	18.0
March 2021	12.20	14.73	17.2
March 2022	12.13	13.89	12.7

3. The mean bonus gender pay gap

	Females (£)	Males (£)	Gap (%)
March 2017	0	0	
March 2018	1345	0	
March 2019	1704	0	
March 2020	2116	0	
March 2021	3594	0	
March 2022	0	0	

4. The median bonus gender pay gap

	Females (£)	Males (£)	Gap (%)
March 2017	0	0	
March 2018	1345	0	
March 2019	1704	0	
March 2020	2116	0	
March 2021	3594	0	
March 2022	0	0	

5. The proportion of males and females receiving a bonus payment

	Females (%)	Males (%)
March 2017	0	0
March 2018	0.05	0
March 2019	0.06	0
March 2020	0.08	0
March 2021	0.1	0

March 2022	0	0
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6. The proportion of people in each quartile within the council's pay framework that are male and female

March 2017		
Quartile	Female	Male
Lower quartile	70%	30%
Lower middle quartile	72%	28%
Upper Middle quartile	56%	44%
Top quartile	59%	41%

March 2018		
Quartile	Female	Male
Lower quartile	69%	31%
Lower middle quartile	74%	26%
Upper Middle quartile	59%	41%
Top quartile	54%	46%

March 2019		
Quartile	Female	Male
Lower Quartile	63%	37%
Lower Middle Quartile	77%	23%
Upper Middle Quartile	58%	42%
Top Quartile	54%	46%

March 2020		
Quartile	Female	Male
Lower quartile	66%	34%
Lower middle quartile	77%	23%
Upper Middle quartile	56%	44%
Top quartile	51%	49%

March 2021		
Quartile	Female	Male
Lower quartile	72.9	27.1
Lower middle quartile	72.8	27.2
Upper Middle quartile	53.9	46.1
Top quartile	54.8	45.2

March 2022		
Quartile	Female	Male
Lower quartile	68.3	31.7
Lower middle quartile	76.9	23.1
Upper Middle quartile	67.25	32.75

Top quartile	58.1	41.9
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Statement

As a 'public body', the Isle of Wight Council is required to meet its statutory obligations under the Equality Act 2010 to have due regard to eliminate unlawful discrimination, promote equal opportunities between people from different groups and to foster good relations between people who share a protected characteristic and people who do not share it. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We are committed to promoting equality of opportunity for all workers. We aim to create a working environment in which all individuals can make best use of their skills, free from discrimination or harassment and in which all decisions are based on merit. The contributions of all our workers are valued as it is recognised that each individual brings different skills and abilities to their role according to their own personal experience and we welcome the opportunity to make the best use of this potential.

The council's senior management team is committed to equality including achieving gender pay equality, demonstrated by the operation of an Equality and Diversity Board. The senior management team as members of that board monitor together with staff representatives undertakes the necessary monitoring and review of the actions required to address highlighted equality issues for the council.

To support those employees with dependents, the council also operates a flexible working policy which is designed to afford wherever feasible, the flexibility to accommodate caring responsibilities, irrespective of gender. Under this policy, employees are able to request career breaks, term time working, homeworking, annualised hours, compressed hours and voluntary reduced hours. Additionally, there is also a special leave policy which enables staff to take leave in the case of an emergency with a dependant. For many job roles, there is also flexibility to work from home and different office base locations.

The staffing equality group have assisted Equality and Diversity board by reviewing the objectives for the next 4 years. They have fed into the recruitment process from an Equality and Diversity perspective and some members will be on the recruitment project focus group. They have reviewed the Recruitment policy to establish whether it actively promotes diversity and gives people confidence to declare their needs and ask for the support they need in their interview. They have also reviewed the Candidate profile which will replace the application forms and discussed ways to provide managers with the right tools for conducting interviews.

As can be seen from the details set out above, the results of the gender pay gap analysis for 2021 shows a 10.6% mean pay gap between men and women and a 12.7% median pay gap. The percentage of the total number of females is higher in the lower quartiles (54%) compared to males (42%) meaning a higher proportion of men are in receipt of a higher salary than females. However, this has improved (reduced) compared to last year where the outturn was 57% of females in the lower quartiles. The proportion of males in the lower quartiles has increased from 37% last year to 42% this year.

	% Females in Lower Quartiles	% Males in Lower Quartiles
March 2017	55	41
March 2018	56	40
March 2019	56	41

March 2020	57	38
March 2021	57	37
March 2022	54	42

To understand why the gap exists, it can be identified, that the results show that 78% of part time roles are occupied by females, when compared to the proportion of full pay relevant employees that are female (68%), thus indicating that they are overrepresented in this group. In comparison, 59% of full-time roles are occupied by females and so they are underrepresented.

	% of part time roles occupied by Females	% of full time roles occupied by Females
March 2017	79	57
March 2018	79	57
March 2019	79	56
March 2020	78	56
March 2021	80	60
March 2022	78	59

The reason that this will have a significant effect on the gap is that based on the hourly rate 74% of part time workers are occupying roles that are below Grade 8 (excluding casual workers). Whereas 69% of full-time workers occupy roles that are Grade 8 and above. However, the percentage of part time roles below grade 8 has improved and is lower than the previous five years.

	% of roles less than Grade 8 that are part time	% of roles Grade 8 and above that are full time
March 2017	79	67
March 2018	80	67
March 2019	80	67
March 2020	79	68
March 2021	80	69
March 2022	74	69

One explanation for this might be that part-time roles often afford greatest flexibility for those with caring responsibilities, who generally are more likely to be female. The council therefore is confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which male and females work within the council and the salaries that these roles attract.

Based upon the hourly rate, 51% of those in the top 15% of earners are female, 54% of those in the top 10% of earners are female, and of the top 5% per cent of earners 53% are female. This suggests that in the council females are encouraged and enabled to reach the most senior council job roles.

	% of the top 15% of earners that are female.	% of the top 10% of earners that are female.	% of top 5% of earners that are female
March 2017	63	59	59
March 2018	54	55	57

March 2019	57	55	58
March 2020	56	55	56
March 2021	56	59	59
March 2022	51	54	53

There has been some moderate change in the pay gap within council directorates. Childrens Services and Regeneration have seen rises in the gap. Whereas in Adult Social Care, Corporate Services, Finance, and Neighbourhoods the gap has decreased. In Public Health the gap has increased in favour of females, and whilst in strategy the gap still favours females it has reduced.

Directorate	Mar 22 Gap (Mean) %	Mar 21 Gap (Mean) %	Mar 20 Gap (Mean) %	Mar 19 Gap (Mean) %
Adult Social Care & Housing	4.6	4.8	2.0	2.2
Children's Services	9.9	4.7	4.7	7.9
Corporate Services	9.3	13.7	11.4	11.8
Financial Management	10.9	13.3	12.8	5.7
Neighbourhoods	13.2	13.4	11.8	8.3
Public Health	-12.0	5.4	2.2	0.2
Regeneration	33.8	32.8	29.7	24.7
Strategy	-11.7	-47.3	-36.9	-25.0

Actions

Building on what has already been achieved with agile working and the improvement of facilities the following actions are continuing from the previous year and are likely to be delivered over the next 3 years.

It is important to recognise that planned programmes of work span over a number of years and changes to working practices will require to be embedded. To that end, the any positive impact on the gender pay gap will take time to realise their full benefits

- Building on the foundations laid by the new Team IWC behaviour framework; a values-based recruitment approach is to be developed to further ensure we recruit the right people with the right attitudes. Work has begun on this and several projects are being considered.
- Development of name blind recruitment to further ensure fairness in the recruitment process.
- Improvements to our recruitment processes and systems to enhance candidate experience and to enhance and maintain manager's skills and knowledge
- The development of corporate casual banks to increase the amount of flexible casual roles we offer and the creation of talent pools
- Developing workforce planning capabilities both corporately and within services to establish effective succession planning, and the improvement of data and intelligence to support this
- Enhanced communication campaigns from the staff equality group to raise awareness of matters relating to equality and the understanding of protected characteristics.

- Benchmarking our current performance with regards to Equality, Diversity, and Inclusion using a local government authority self- assessment framework tool to review and improve equality, diversity and inclusion within the council.
- The HR Team continue to hold induction meetings with new managers to ensure that they have a solid understanding of HR policies and practices including equality and diversity. The managers' 'lunch and learn' discussions continue to be provided by the HR team to empower and educate managers. New managers are also required to complete online managers induction so to better understand their responsibilities.
- Equality and diversity training continues to be mandated for staff, to ensure that all the protected characteristics are understood and respected.