

Gender Pay Gap Benchmarking Analysis

2017 Results (snapshot date 31 March 2017):

It is difficult to accurately benchmark gender pay gap results with other councils. All councils are different in terms of size, workforce composition and the services they provide. The gender pay gap within Dudley reflects our workforce which operates across a lot of different sectors – we have caterers, social care staff, waste collection and therefore cannot compare ourselves to other councils some of whom have contracted out services, or do not have such a diverse group of staff.

The mean and median average also looks at all hourly rates of employees from apprentice to the Chief Executive therefore the mean and median calculations will be distorted by the large range in hourly rates.

	Mean Pay Gap %	Median Pay Gap %
Dudley MBC	11%	18%
Whole UK Economy	12.0%	9.7%
English Local Authorities	6.8%	5.0%
West Midlands Region Local Authorities	7.8%	7.5%
English Met. Authorities	8.0%	9.4%

All local authorities in West Midlands:

Source: Local Government Association

Local Authority	Mean gender pay gap %	Median gender pay gap %	% female staff in lower pay quartile	% female staff in lower middle pay quartile	% female staff in upper middle pay quartile	% female staff in top pay quartile
Shropshire	20.8	26.0	89.9	81.3	75.6	63.5
Stratford-on-Avon	20.6	26.2	75.4	70.2	56.7	30.9
Solihull	18.6	27.2	84.6	78.4	71.8	61.2
Cannock Chase	17.5	26.9	67.3	76.8	49.1	38.9
Herefordshire	16.3	15.4	81.0	78.1	73.2	63.2
Wychavon	13.2	13.7	70.0	67.0	56.0	54.0
Staffordshire	12.0	11.3	77.0	79.9	77.2	68.6
Walsall	11.4	9.2	85.0	64.0	64.0	62.0
Tamworth	11.4	6.1	77.0	59.6	64.1	49.3
Dudley	11.0	18.0	79.0	70.0	56.0	54.0
Warwickshire	10.6	15.7	78.3	74.6	66.2	61.7
Worcestershire	10.5	9.2	66.0	72.0	80.0	75.0
Birmingham	9.1	9.2	78.0	65.0	62.0	63.0
Stafford	8.9	0.5	64.2	53.5	46.2	49.4
South Staffordshire	8.8	12.0	70.0	67.0	55.0	55.0
Sandwell	8.4	12.6	65.4	67.3	54.1	51.0
Warwick	7.9	6.4	56.0	56.0	56.0	46.0
Telford and Wrekin	7.9	5.2	73.0	76.0	75.0	67.0
Wolverhampton	7.8	3.1	80.2	68.2	71.8	67.8
Nuneaton and Bedworth	6.1	0.0	57.0	52.0	55.0	49.0
Rugby	5.7	5.3	61.0	47.2	50.9	49.1
Lichfield	4.7	0.0	54.7	59.3	53.5	46.8
Bromsgrove	4.3	3.1	16.4	32.9	13.9	28.8
Newcastle-under-Lyme	3.5	2.1	46.1	46.8	41.8	46.1
Coventry	2.8	0.9	70.1	65.6	68.9	66.3
East Staffordshire	2.0	-6.9	59.8	41.3	65.6	56.2
North Warwickshire	1.2	4.5	61.0	55.0	49.0	63.0
Redditch	0.3	3.2	66.3	72.1	56.7	67.3
Stoke-on-Trent	-1.1	-3.3	65.0	69.0	58.4	59.7
Wyre Forest	-10.3	-12.5	35.0	42.0	73.0	58.0
Worcester	-10.4	-18.7	25.0	31.0	53.0	53.0
Malvern Hills	no value	no value	no value	no value	no value	no value
Staffordshire Moorlands	no value	no value	no value	no value	no value	no value
Average	7.8	7.5	65.6	62.6	59.7	55.6

Dudley's gender pay gap of 11% (mean) and 18% (median) is above the average of 7.8% (mean) and 7.5% (median) for all West Midlands Local Authorities. However, this comparator group includes a wide range of councils that differ in size and workforce composition, and that either outsource or do not provide the same level of services as Dudley, for example, a number of the smaller councils in the list do not provide social services or education services where there are a high concentration of lower paid, female dominated job roles in Caring, Catering and Domestic services. Looking at the pay quartile bands in the table above, Dudley have a higher proportion of women in the lower pay bands compared to the average, and a slightly lower proportion in the higher pay bands.

West Midlands Metropolitan Borough Councils:

Local Authority	Mean gender pay gap %	Median gender pay gap %	% female staff in lower pay quartile	% female staff in lower middle pay quartile	% female staff in upper middle pay quartile	% female staff in top pay quartile
Solihull	18.6%	27.2%	84%	78%	72%	61%
Walsall	11.4%	9.2%	85%	64%	64%	62%
Dudley	11.0%	18.0%	79%	70%	56%	54%
Birmingham	9.1%	9.2%	78%	65%	62%	63%
Sandwell	8.4%	12.6%	65%	67%	54%	51%
Wolverhampton	7.8%	3.1%	80%	68%	72%	68%
Coventry	2.8%	0.9%	70%	65%	68%	66%
Average	9.9%	11.5%	77.3%	68.1%	64.0%	60.7%

Compared to the West Midlands Metropolitan Borough Councils, Dudley has a higher mean and median gender pay gap % to the average (9.9% and 11.5% respectively). Dudley also has a lower proportion of women in the upper pay quartiles compared to the average for the group.

These councils provide a better basis for comparisons than the whole region given that they are responsible for similar services to Dudley. However, outsourcing of particular services where these are traditionally either female or male employee dominated and often more lowly paid, may still have had an impact on the pay gaps for individual councils, for example, Birmingham Council do not provide Refuse, Highways or Catering Services, Sandwell Council do not provide Direct Services or Leisure Services and Coventry Council do not provide Catering Services.

It should also be noted that all benchmarking data is reliant on the assumption that all councils will have calculated their pay gap figures in the same way, following the guidance. However, it has been identified that one in four organisations that have submitted reports failed to submit reports that conform to UK government guidelines. In Nov 17, the Financial Times identified a number of organisations that submitted 'improbable data'. (*HR Review October 2018*).

Notwithstanding the comparisons with other local authorities, it is clear that the council does have a higher gender pay gap which it should take action to try to close in line with its commitments to promote equality in employment.

What are other local councils doing to address the gender pay gap:

Recruitment & Selection:

- Protected characteristics are monitored throughout the recruitment process and positive action will be undertaken, where necessary, to attract candidates from particularly under-represented groups.
- Exit Monitoring used to identify issues that may affect gender pay gap.
- All recruitment panels are gender diverse.
- Unconscious Bias training rolled out to employees.
- Implemented anonymised application forms.
- Recruitment & selection process reviewed to ensure that the reduction of the gender pay gap is considered for any changes to the policy.
- Review of recruitment practices; are roles targeted at male candidates and is the literature/language equally attractive to male and female candidates
- Ensure Flexible Working policy is highlighted in job advertisements where appropriate.

Flexible Working:

- Additional support offered to women returners to work following maternity/adoption leave. Shared parental leave that encourages male employees to also consider more time off for work life balance.
- Create opportunities for all employees to have greater choice and control over balancing their working patterns and their personal commitments through flexible working policy.
- Special Leave Policy reviewed to enhance our Foster Friendly offer which looks to support employees who are foster carers. This provides additional support for employees who are foster carers to balance their work and caring responsibilities.

Learning & Development:

- All employees encouraged to develop their skills and abilities to progress to higher paid roles and develop their careers, including; on line learning system which can be accessed flexibly in addition to more traditional development courses.
- One to one discussions between manager and employee to ensure employees are performing to the standards expected and feel supported and developed in their role. This encourages open and regular discussion which provides opportunities to discuss individual equality concerns.
- Promote opportunities for coaching/mentoring to support employee development.
- Develop talent of female workforce to ensure there is a balance of skills, attributes and capabilities.
- Review proportions of men and women requesting and taking post entry training and apprenticeships.

Pay:

- Pay gap monitoring included as part of annual pay progression cycle to ensure any decisions on pay awards do not adversely affect a protected characteristic group.