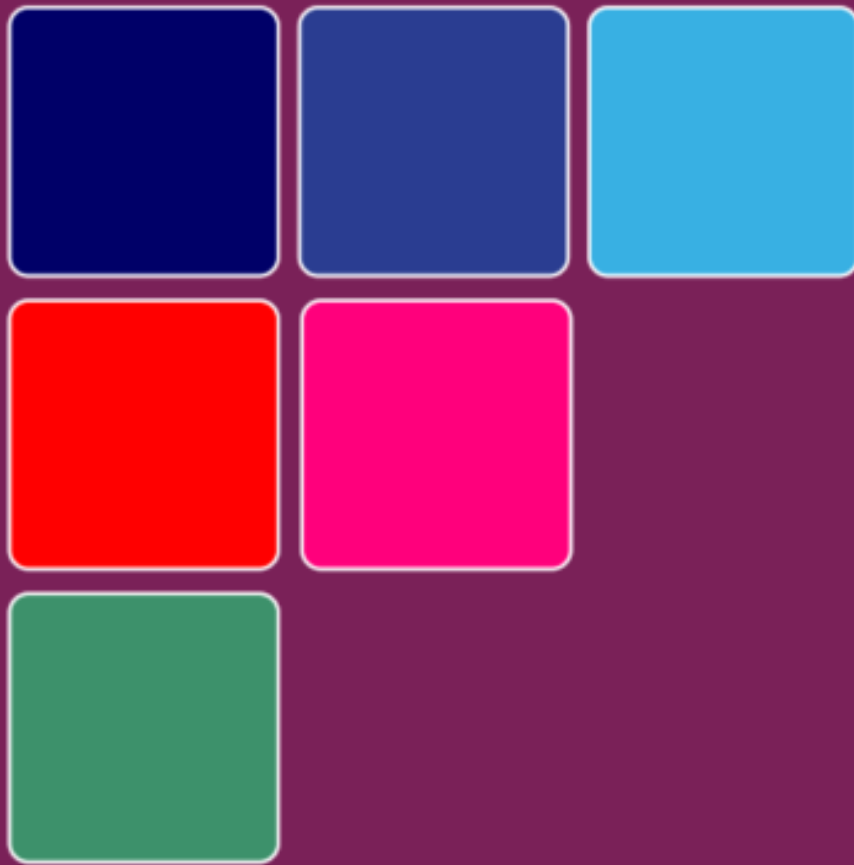


Dudley Council

# Gender Pay Gap Report

Snapshot date: 31<sup>st</sup> March 2023



## Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 requires employers with 250 or more employees to publicly disclose information regarding how large the pay gap is between their male and female employees. The intention of the mandatory Gender Pay Gap Reporting regulations is to demonstrate that, as a public sector organisation, we are ensuring compliance with the Public Sector Equality Duty and are transparent in our disclosure of such information in accordance with the required need to publish such information about gender pay gaps annually on 31<sup>st</sup> March.

Dudley Council is committed to the promotion of equality of opportunity and choice for all employees and is working to ensure that it has a diverse and inclusive workforce that reflects the community it serves.

The following information is based on a snapshot of pay as of 31 March 2023 (including casual workers but excluding agency workers) where at that time the workforce profile comprised of 64% female and 36% male and was made up of 55.18% full time and 43.78% part time employees. The information excludes anyone being paid at a reduced rate in the March 2023 pay period i.e. anyone on maternity leave.

The analysis is based on the overall pay difference between Dudley's male and female workforce and is provided in accordance with the six mandatory calculations that are required to be reported on to meet the Regulations. These are:

**Mean gender pay gap** – the difference in the mean hourly pay of male and female employees expressed as a proportion of the male figure

**Median gender pay gap** – the difference in the median hourly pay between male and female employees, expressed as a proportion of the male figure

**Mean Bonus gender pay gap** – the difference in the mean bonus pay between male and female employees, expressed as a proportion of the male figure

**Median Bonus gender pay gap** – the difference in the median bonus pay between male and female employees, expressed as a proportion of the male figure

**Hourly pay quartiles** – the number of male and female employees in each quartile of the overall pay range

**Bonus pay proportion** – the proportion of male and female employees who received a bonus in the year.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual mid-point between highest and lowest) of basic annual earnings of men and women and is expressed as a percentage of the mean or median basic annual earnings of men. For the purposes of clarification, the specific elements of pay are included i.e., basic pay, allowances, paid leave, and shift pay – excluding overtime, and an average hourly pay rate is calculated for every employee based on these payments and working hours. Dudley Council does not operate a bonus scheme and therefore bonus calculations are not relevant.

For the purposes of definition, the gender pay gap differs from equal pay. Equal pay relates to pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. The gender pay gap is a measure of any disparity in pay between the average earnings of male and female employees.

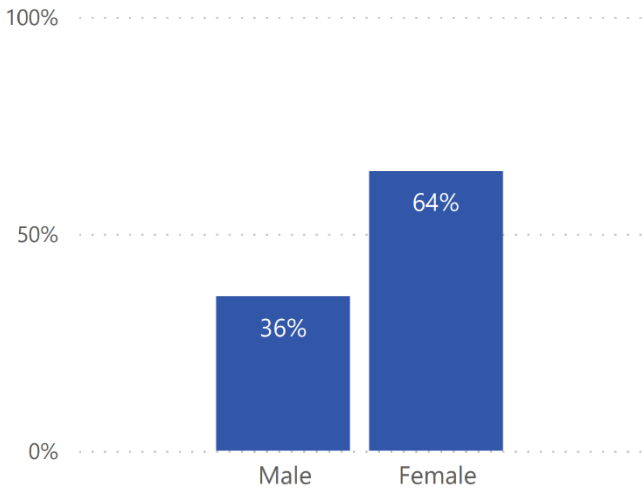
As a local authority, and unlike most employers who operate and will be analysing their pay in a single sector, Dudley's pay structure covers a multitude of diverse service areas ranging from senior managerial positions through to construction, recreation, catering, cleaning, and caring services. Grades vary according to the level of responsibility and each grade is made up of several incremental points which employees progress through annually until reaching the top of their grade.

The makeup of the workforce at Dudley being mainly female will affect the gender pay gap calculations, as will the distribution of the workforce. Dudley Council also continues to maintain its services in-house compared to other local authorities who have outsourced some services and this, as a result, may also impact on the calculations and should be considered when making comparisons.

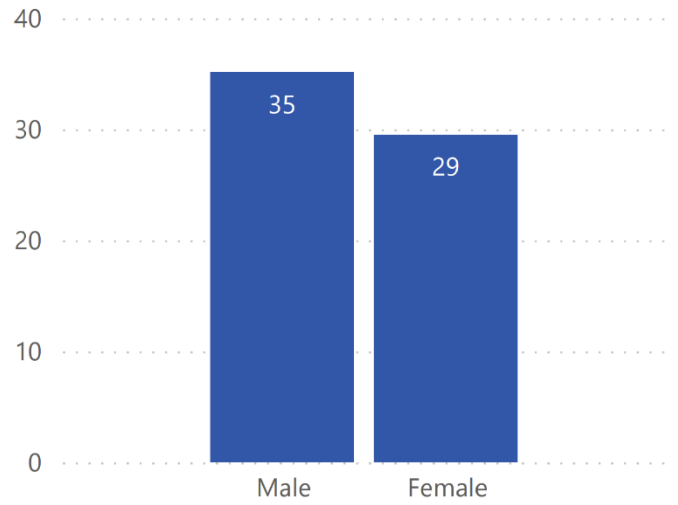
When compared to last year, Dudley has seen a slight increase in its Gender Pay Gap from 6.5% (mean) to 7.9%. The increase can be attributed to a decrease in headcount from 5225 to 5062 with the biggest change in Female Part-Time staff (156 employees less than last year). These positions are generally on lower paid grades, so a reduction in these posts would shift the balance slightly to the full-time, high paid grades, thus affecting the gender pay gap. Any change in workforce composition will impact the gender pay gap.

# Dudley MBC Gender Pay Gap—March 2023

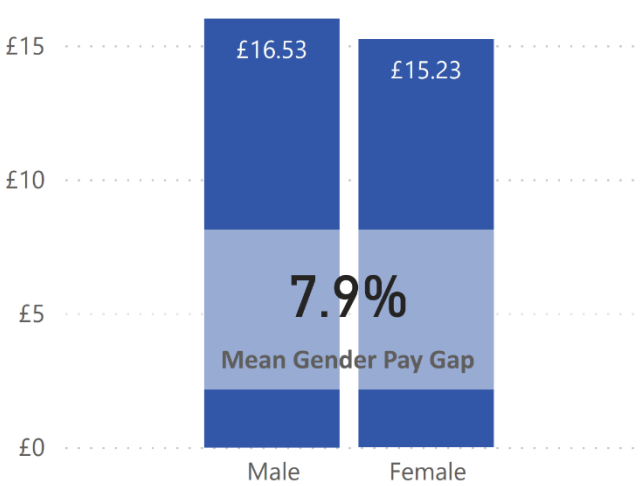
### Total Workforce Demographic



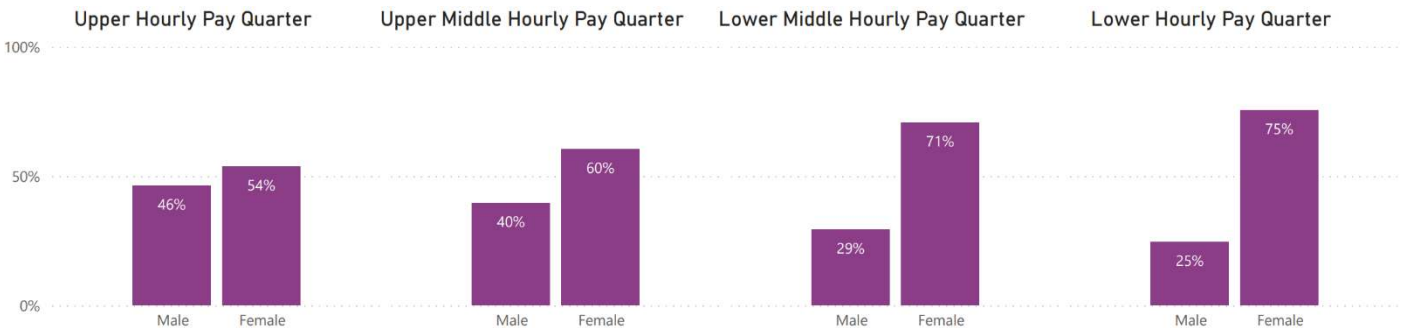
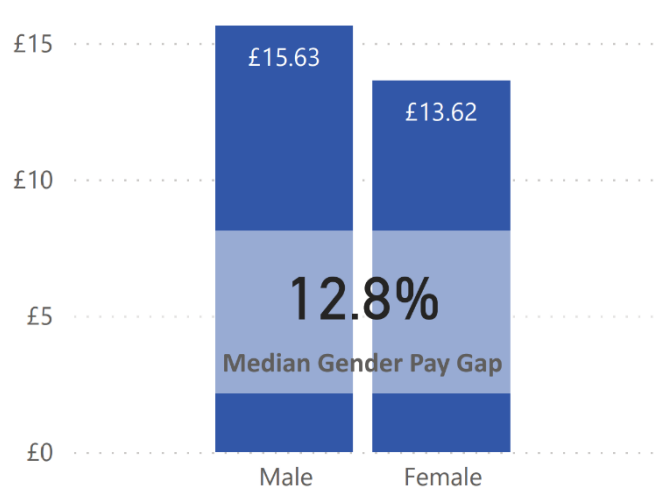
### Average Contractual Weekly Hours



### Mean Hourly Rate



### Median Hourly Rate



**Dudley Council does not operate any Bonus schemes and therefore has no bonus gender pay gap**

## Result Summary:

Dudley Council's pay structure follows a standard public sector approach to pay and grading and covers grades ranging from domestic/cleaner job roles to senior managerial levels. Grades vary according to the level of responsibility and each grade is evaluated through a job evaluation process in accordance with the National Job Evaluation scheme. Employees progress annually through the pay range of their grade until reaching the top, irrespective of their gender.

**The overall gender pay gap is a high-level indicator of male and female hourly rates.** The makeup of the workforce can affect the gender pay gap calculations, as can the distribution of the workforce. Most Dudley Council employees are employed within the lower grades which will distort the overall pay gap by reflecting workforce composition rather than pay inequalities.

The mean and median average looks at all hourly rates of employees ranging from an apprentice up to the Chief Executive and therefore the mean and median calculations will be distorted by the large range in hourly rates and is not as representative of the data as it would be if the range was small – the greater the pay dispersion, the less reliable are the calculations of the gender pay gap (*CIPD Gender Pay Gap Reporting 2020*)

The mean gender pay gap for Dudley has seen a slight increase from 6.5% to 7.9% based on the position last year and has also seen a very slight increase in terms of the median gender pay gap from 12.7% to 12.8%.

### Mean Gender Pay Gap

- The average hourly rate for Male employees was **£16.53** (*an increase from £15.19 in 2022*).
- The average hourly rate for Female employees was **£15.23** (*an increase from £14.21 in 2022*).
- The mean gender pay gap, therefore, is **7.9%** (as a percentage of male pay) which reveals that, overall, the gender pay has increased from 6.5% last year.

### Median Gender Pay Gap:

- The median hourly rate for Male employees was **£15.63** (*an increase from £13.95 in 2022*).
- The median hourly rate for Female employees was **£13.62** (*an increase from £12.17 in 2022*).
- The median gender pay gap, therefore, is **12.8%** (as a percentage of male pay).

***The CIPD Gender Pay Gap Report 2020 has identified that if the mean gender pay gap is significantly lower than the median, then the dataset is skewed by the presence of low earners – and if most employees in this group are mainly female (as is the case in Dudley), a gender pay gap arises.***

### **Hourly Pay Quartiles:**

The distribution of male and female employees within the quartiles are:

- **Lower Quartile:** 25% Male and 75% Female.
- **Lower Middle Quartile:** 29% Male and 71% Female.
- **Upper Middle Quartile:** 40% Male and 60% Female.
- **Upper Quartile:** 46% Male and 54% Female.

This reveals that female employees make up the highest proportion in all quartiles.

### **Dudley's Gender Pay Gap and Gender Monitoring in more detail:**

The lower paid job roles within the council i.e., Domestic, Cleaner, Catering Assistant, and Administration have a high concentration of female employees. 81.54% of part time workers within the council are female. 18.46% are male.

As a result, the gender pay gap within Dudley is, in part, due to the high concentration of female employees in part time and lower paid job roles when compared to the average hourly rate of all employees across the Council.

There are also services within the council where job roles are predominantly male dominated (e.g., Environment and Housing). The mean gender pay gap in these service areas is 17.1% and 15.7% respectively. This % is due to the high concentration of male full-time employees within these service areas and will affect the gender pay gap as women continue to remain under-represented in these areas.

The mean gender pay gap within Regeneration & Enterprise is 12.7%. This is due to a large range of diverse job roles within this service area ranging from Catering Assistant and Casual Leisure Centre workers to Managerial positions. The mean gender pay gap within this service is reflective of the high volume of female part time workers at the lower ends of the pay scale and the higher proportion of male employees in managerial level positions.

The Pupil Referrals Unit is the highest at 33.1%. This analysis refers to only one Pupil Referral Unit remaining with the Council and is made up of significantly female employees (17 in total) occupying mainly support staff roles such as teaching assistants which are at the lower end of the payscale and only 4 male employees with 3 being in senior roles at the higher end of the payscale.

#### Gender Pay Gap by Directorate

Directorate	Female Hourly Rate	Male Hourly Rate	Mean Gender Pay Gap	Median Female Hourly Rate	Median Male Hourly Rate	Median Gender Pay Gap
Adult Social Care	£15.55	£17.59	11.6%	£13.91	£16.12	13.7%
Chief Executives Directorate	£16.12	£16.32	1.3%	£13.91	£13.91	0.0%
Children's Services	£18.63	£20.15	7.5%	£17.06	£18.42	7.4%
Digital, Customer & Commercial Services	£16.32	£18.24	10.5%	£14.04	£18.00	22.0%
Environment	£11.97	£14.44	17.1%	£11.18	£13.31	16.0%
Finance & Legal	£16.47	£19.53	15.7%	£15.63	£17.53	10.8%
Health & Wellbeing	£19.84	£22.04	10.0%	£18.66	£21.51	13.3%
Housing	£15.50	£18.31	15.3%	£14.44	£18.97	23.9%
Pupil Referral Unit	£17.63	£26.37	33.1%	£16.59	£26.27	36.8%
Regeneration & Enterprise	£12.42	£14.22	12.7%	£10.79	£12.70	15.0%
<b>Total</b>	<b>£15.23</b>	<b>£16.53</b>	<b>7.9%</b>	<b>£13.62</b>	<b>£15.63</b>	<b>12.8%</b>

#### Gender Pay Gap by Ethnicity

Ethnic Group	Female Hourly Rate	Male Hourly Rate	Mean Gender Pay Gap	Median Female Hourly Rate	Median Male Hourly Rate	Median Gender Pay Gap
Other Ethnic Groups	£15.10	£20.99	28.1%	£12.70	£20.98	39.5%
Asian or Asian British	£15.85	£18.68	15.1%	£13.91	£17.53	20.6%
Prefer not to disclose	£16.15	£17.80	9.3%	£13.91	£17.53	20.6%
White	£15.07	£16.44	8.3%	£13.43	£15.63	14.1%
Data not collected	£15.34	£16.31	6.0%	£13.91	£15.44	9.9%
Mixed	£15.46	£15.11	-2.3%	£14.26	£12.70	-12.3%
Black or Black British	£16.46	£15.46	-6.5%	£13.91	£14.04	0.9%
<b>Total</b>	<b>£15.23</b>	<b>£16.53</b>	<b>7.9%</b>	<b>£13.62</b>	<b>£15.63</b>	<b>12.8%</b>

***The above tables reflect the council structure as at the snapshot date of 31<sup>st</sup> March 2023.***

The Chief Executive's Directorate have a smaller than council average gender pay gap at 1.3%. There are significantly less men working in this Directorate and therefore the workforce profile is predominantly comprised of female employees.

### Reducing the Gender Pay Gap

#### What is Dudley doing to address its gender pay gap?

We will do more to tackle the gender pay gap at Dudley by building on our long-standing commitment to encourage more women into careers that are traditionally male dominated and vice versa.

#### Steps taken to date to address this include:



Although the gender pay gap figures have increased, the causes of any gender pay gap remain complex and overlapping and there is not one single over-riding reason why a gender pay gap exists. For the purposes of this narrative however, the following points evidence some of the good work which has already been done to reduce the Gender Pay Gap:

- The provision of Family Friendly policies to support work/life balance, including Flexible Working Arrangements, Agile Working, Shared Parental Leave, Childcare Vouchers and an Authorised Leave Scheme.
- Requests for part-time, flexible or job share working is considered for all positions, not excluding senior higher paid roles.
- Menopause champions, with supporting guidance have been launched in the organisation.
- We have refreshed the provision of recruitment and selection training, to reflect our new position on Equality, Diversity, and Inclusion to ensure that those conducting interviews have the relevant knowledge and an understanding of matters that may arise.
- The mandatory e-learning programme has been reviewed and now that the new LMS has been procured, bespoke EDI e-learning modules are placed on this to tackle inequalities and also to focus on new areas such as the menopause champions, Gender equality and the Gender pay gap.
- An equality module on each of the Leadership Development programmes, which is an evaluated programme.
- The refresh of a Corporate Induction programme which includes a section on Equality, diversity, and inclusion.
- The Council's continued commitment to ensure our pay rates reflect the Real living wage which impacts predominantly on the lower paid employees who are mainly female and ensures that a minimum hourly rate is paid as calculated by the Living Wage Foundation.
- The launch of the carers passport, to support employees to stay in work.

### **Work planned in the year ahead will see the council:**

- More effectively utilise recruitment fairs and career fairs to encourage candidates from under-represented groups publicising the Council's commitment to work-life balance through its recruitment offers of part time, job share, and flexible working opportunities.



- Continue to develop new ways of working that continue to promote Equality, diversity and inclusion in our workforce whilst enabling work-life balance.
- Undertake further work to fully understand the financial disparity between men and women across all grades and as per the EDI strategy, work to understand ethnicity inequalities, that may disproportionately affect women from Black and minority ethnic backgrounds.
- Continue to incorporate a question into future employee/pulse surveys asking all employees “what makes Dudley an employer of choice” to provide us with analysis by gender.
- Further review benchmark information and actions being taken by other organisations, including the Government Equalities Office, to continue to address Dudley’s gender pay gap.