

Solihull MBC

Gender Pay Gap Report

Data as at 31 March 2023 for
Reporting Deadline of
30 March 2024

Foreword

Under regulations introduced in 2017 to the Equality Act 2010, public sector organisations with 250 employees or more on the '**snapshot date**' (31 March of each year), who are subject to the public duties under the Act, must report on their gender pay gap calculations by 30 March of each year and upload onto the Government website. It is a legal requirement for all relevant employers to publish their gender pay gap statutory calculations on their own website.

The gender pay gap refers to the difference in average hourly earnings of men and women as a percentage of men's earnings. Addressing the gender pay gap is not about promoting women over men, nor equal pay issues, but it is about ensuring that there is an equal opportunity for women to progress within an organisation, and society as a whole. Using the Office for National Statistics (ONS) data from the Annual Survey of Hours and Earnings (ASHE) provisional results as at October 2022, the median gender pay gap for the UK was 14.9% and the mean at 13.9%.

Solihull Council can demonstrate that it pays men and women the same salary for work of equal value following the implementation of the Single Status Agreement in 2000 and uses the nationally negotiated pay spine as the basis for its local grading structure. Grades vary according to the level of responsibility and roles are evaluated through a job evaluation process in accordance with the equality tested National Job Evaluation Schemes.

The Government also recommends to employers to publish a supporting narrative with the publication of the statutory gender pay gap information, to help anyone reading the figures to better understand the information and what the employer has done to analyse and close the gap. Each year the Council produces a narrative report to accompany the statutory publication of the Council's gender pay gap calculations, which includes key actions it will take to reduce the gender pay gap and increase the pace of work towards gender balance across the organisation.

The ONS Provisional GPG data for 2023 for the Solihull borough shows the Mean average reduced from 19.1% to 12.7% and the Median average reduced from 32.9% to 15.6%.

Page 9 of this report provides a summary of how the Council has progressed on its planned GPG actions up to March 2024.

Executive Summary

Gender pay gap analysis shows the difference in average pay between all men and women in a workforce, expressed as a percentage of men's earnings. 'Workers' are defined as those who count as 'employees' under the Equality Act 2010.

There are two types of workers for gender pay gap calculations:

- (i) A **Relevant employee** - applies to all employed workers (including Apprentices) in the Council on the snapshot date regardless of hours/reduced hours or patterns of work. Relevant workers are only included in calculations for bonuses and quartile figures.
- (ii) **Full Pay relevant employees** are those workers (including Apprentices) used in the calculations of hourly rates of pay on the snapshot date who received their normal/ordinary contracted pay in March. This is not the same as a full time equivalent post.

Gender pay gap reporting is different to Equal Pay:

Equal Pay is about:



Pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Men and women are paid equally for the same like work.

Gender Pay Gap is about



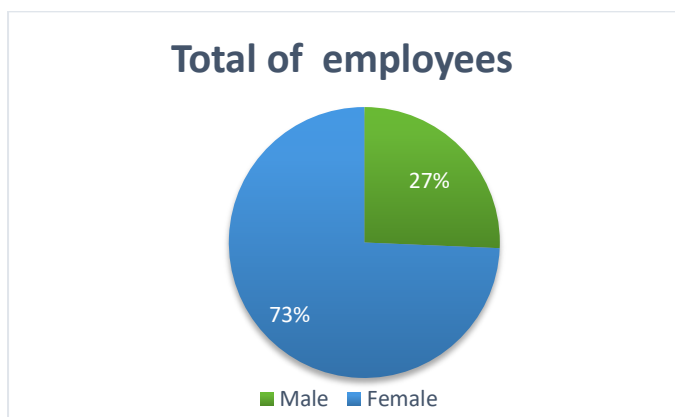
Differences in average hourly pay and bonuses between all men and women in a workforce, expressed as a percentage of men's earnings.

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Local government employs over 1.5 million people, 75% of whom are women. Solihull, like many other public sector organisations, has a similar workforce profile where a large percentage are women.

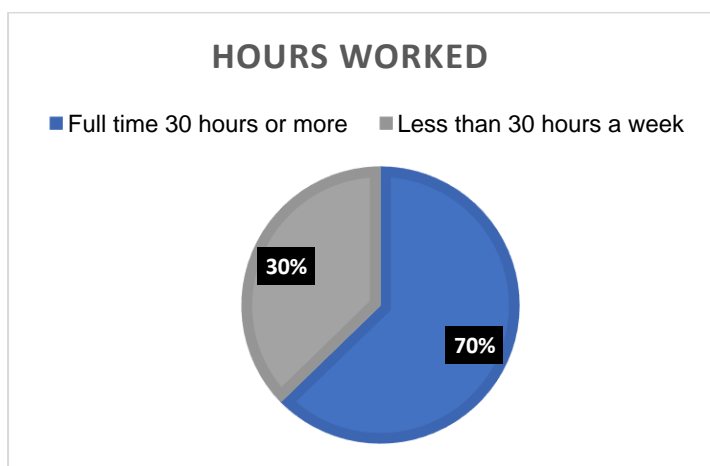
Solihull Council - Workforce distribution by gender:

Table A:



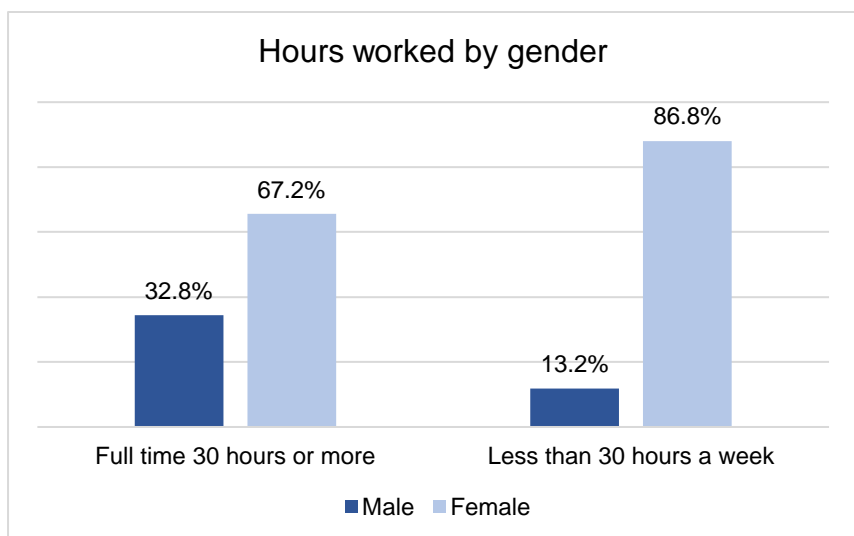
The number of employees in the Council has reduced from 2724 to 2690. Representation of women in the Council has reduced by 1% since last year.

Table B:



30% of Council employees worked part-time (less than 30 hours per week) and 70% full time compared to the previous year where the split was 34% part time and 66% full time.

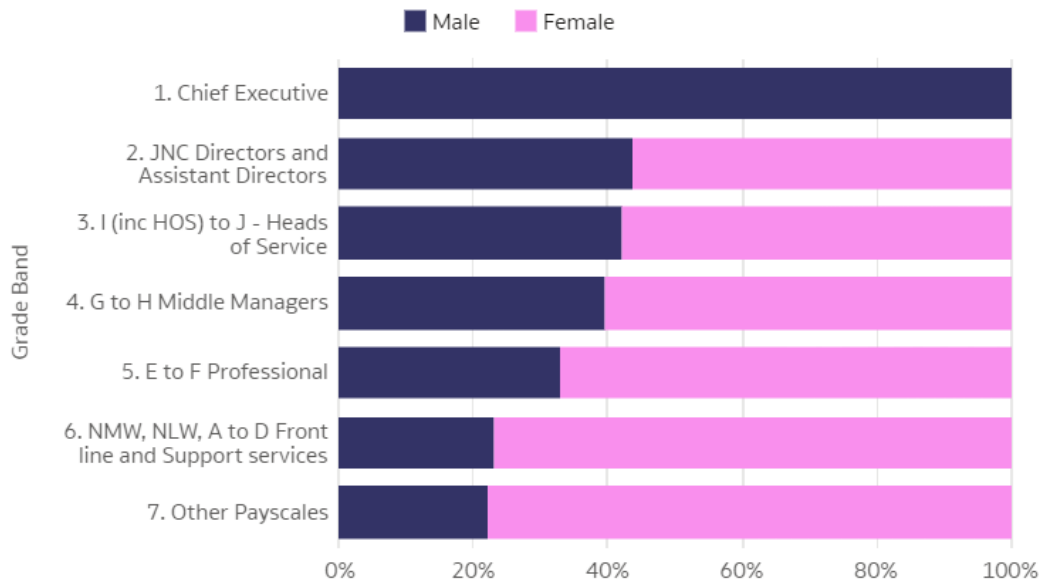
Table C:



Women make up the largest proportion of employees who work full and part time in the Council. However there has been a decrease by 1% of males working full time from last year (33.85%) and an increase of females by 1% working full time. The proportion of males working part time has increased from 11.5% to 13.2%.

Table D below shows the workforce distribution as at the 31 March 2023 in terms of gender and job groupings in the Council which are subject to the statutory gender pay gap calculations referred to as Full Pay Relevant employees. Out of a total of 2690 employees in the Council, 2400 were identified as Full Pay Relevant employees. The 'Other payscales' category listed below are those that cover jobs bands such as where employees have been transferred to the Council from another public sector organisation.

Workforce Distribution - Grade Bands



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The table below sets out the number of staff using the above job groupings.

Grade Band	# of Workers		# of Workers	
	Female	Male	Female	Male
Chief Executive	0	1		100.0%
JNC Directors and Assistant Directors	9	7	56.3%	43.8%
I (inc HOS) to J - Heads of Service	26	19	57.8%	42.2%
G to H Middle Managers	135	88	60.5%	39.5%
E to F Professional	475	233	67.1%	32.9%
NMW, NLW, A to D Front line and Support services	956	288	76.8%	23.2%
Other Payscales	127	36	77.9%	22.1%
Grand Total	1,728	672	72.0%	28.0%

Senior Management Representation

As at the 31 March 2023, the Corporate Leadership Team (CLT), led by the acting Chief Executive was five Chief Officers, with the representation made up of two men and three women.

The number of senior leaders at Head of Service level and above remained unchanged from 2022, with a total of 62 officers however the representation increased from 34 to 35 women and reduced from 28 to 27 men. All senior managers worked full time (30 hours and above).

Statutory Gender Pay Gap Calculations as at 31 March 2023

Measures We Report On:

There are six calculations we are required to report on from the Gender Pay Gap Regulations:

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 relevant employees.
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 relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid a bonus pay during the relevant period.
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The **mean**, commonly known as the average, is calculated for the gender pay gap when you add up the hourly rates of all male full pay relevant employees and divide the figure by the number of male employees and then do the same for female full pay relevant employees. Once this is completed you compare the two average hourly rates. The mean gender pay gap is the percentage difference between average male pay and female pay. For example, if the mean hourly rate for a male is £10 and the mean hourly rate of a female is £8, then the gender pay gap amount is £2 less or 20%. So, for every £100 earned by a man, a woman would only earn £80.

The **median** is the figure that falls in the middle of a range when male and then female hourly rates are lined up from smallest to largest. The **median** gap is the difference between the employee in the middle of the male hourly rate and the middle employee in the range of female hourly rate. The figure is then expressed, in GPG reporting terms, as a %.

The Six Statutory Gender Pay Gap Calculations for Solihull Council:

Calculations 1-4		As at 31 March 2023	As at 31 March 2022	As at 31 March 2021	As at 31 March 2020	Difference from 31 March 22 results
1.	Mean average gender pay gap in hourly pay	10.9%	13.8%	14.1%	13.5%	Down by 2.9%
2.	Median average gender pay gap in hourly pay	12.2%	19.2%	21.3%	20.3%	Down by 7%
3.	Mean bonus payments	14.1%	25.5%	30.3%	29.0%	Down by 11.4%
4.	Median bonus payments	26.8%	20.8%	30.7%	33.5%	Up by 6%

ONS [data](#) has shown that the gender pay gap has been declining slowly over time; over the last decade it has fallen in the UK by approximately a quarter among all employees (full and part time).

We have compared the Council's gender pay gap results for the mean and median hourly pay to the Office of National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) provisional earnings data for October 2023 for jobs in the United Kingdom in the table below:

Description	Median	Mean
United Kingdom:	14.3	13.2
Non-profit body or mutual association	17.3	15.6
Private sector	18.9	15.6
Public sector	14.0	11.5
England*	15.5	14.2
West Midlands*	14.4	14.1
Non-profit body or mutual association	10.9	14.0
Private sector	18.4	18.2
Public sector	14.4	11.0
Solihull Borough	15.6	12.7
Solihull Council**	12.2	10.9

Source: ONS. ASHE October 2023. *ONS PROV estimates based on the location where people work and not where they live -Work geography table 7.12 and Provisional data 25.12. ** Solihull Council figures

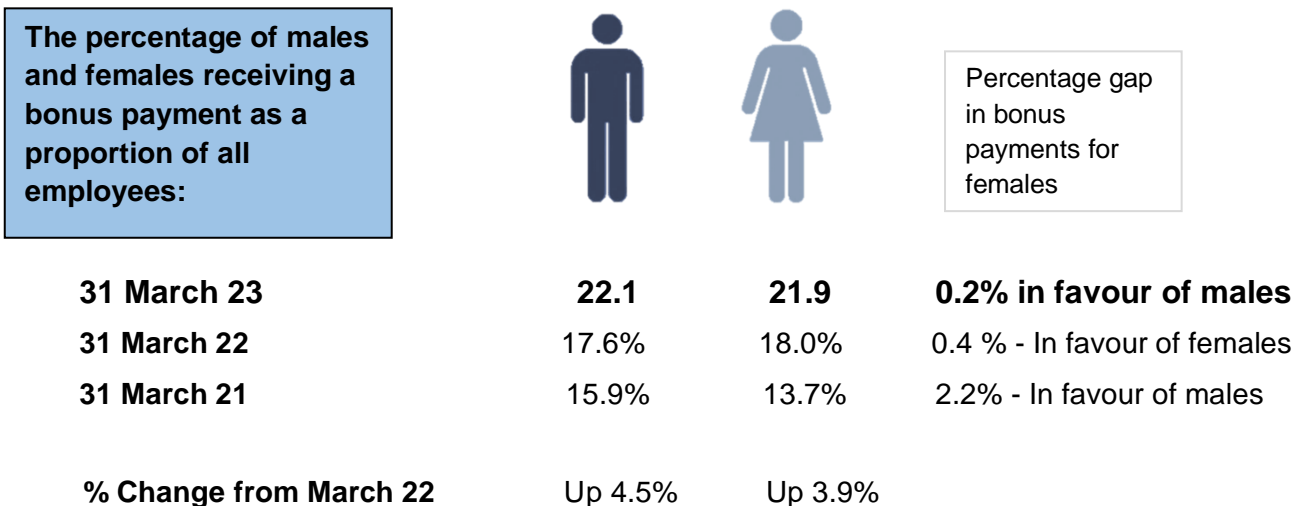
The table above shows that the Median and Mean GPG as at 31 March 2023 for the Council is now below all averages when compared the ONS figures for the borough, the region, England and West Midlands. This is positive news for the Council and provides an indication that the work we are doing on gender pay is having a positive impact.

Calculation 5 - Bonus Proportions:

In terms of the public sector, bonus pay means any payment that is in the form of money or vouchers that relates to productivity, performance, incentive or commission. In Solihull Council this

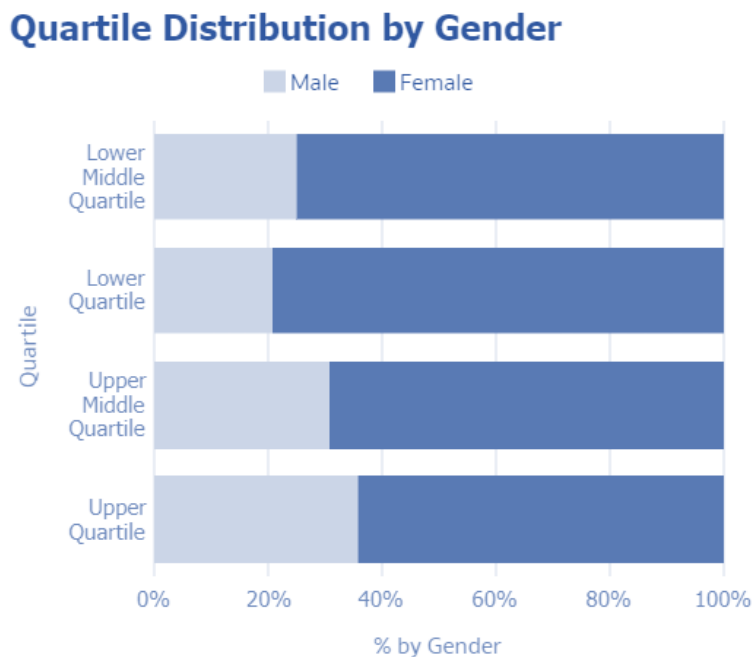
covers one-off performance payments and long service awards. Annual incremental values are not included as a bonus despite being performance related but are factored into ordinary pay. As such, the bonus pay calculations do not provide a full picture of performance related payments.

Using the Governments GPG criteria, the bonus calculations are as follows:



The figures above show that the percentage of employees, both male and female, receiving bonuses increased.

Calculation 6 -The Proportion of Full Pay Males and Females in Each Quartile Pay Band.
The table below shows all staff subject to GPG calculations set out across for quartiles.



The gender representation is broken down further below:

	Female	Female	Male	Male
Quartile	# Persons	%	# Persons	%
Lower Middle Quartile	450	75.0%	150	25.0%
Lower Quartile	476	79.3%	124	20.7%
Upper Middle Quartile	416	69.3%	184	30.7%
Upper Quartile	386	64.3%	214	35.7%
	1,728	72.0%	672	28.0%

The table below compares the quartiles for the last four years of statutory reporting on the gender pay gap.

	31 March 2023		31 March 2022		31 March 2021		31 March 2020	
Quartile	%		%		%		%	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper earnings	35.7	64.3	35.9	64.1	36.0	64.0	36.4	63.6
Upper middle earnings	30.7	69.3	30.4	69.6	30.1	69.9	29.5	70.5
Lower middle earnings	25.0	75.0	20.5	79.5	16.9	83.1	19.8	80.2
Lower earnings	20.7	79.3	21.1	78.9	21.0	79.0	19.4	80.7

Actions from year 23/24 to 24/25.

Due to the implementation of a new HR and Payroll system some of the actions are still outstanding until the planned generated reports are available. Where this has been the case, these have been indicated in the last column in the table below.

The Council feels that in order to gain a greater understanding on the gender issues in the organisation, the actions below are key to progressing some of the Council's work on addressing the Gender Pay Gap and creating greater work opportunities and career progression for women.

	Activity	Due By End	Lead Officer	Updates as at March 2024
1	Review the Council's Exit Interview process to encourage greater take up by leavers as a positive step to reduce staff turnover and understand deeper reasons why people are leaving and understanding the workplace culture.	October 2023	HR Policy Team	Completed The Exit Interview process is now in place and has been implemented. This will mean that for year 24/25, we will conduct quarterly reviews of the data.
2	Recruitment – Evaluate recruitment data over the past 12 months to determine whether we need to develop targets or positive action measures to increase female representation into leadership or job roles across the Council	October 2023	Head of Equality & Diversity	Part complete. With the recruitment data being made available early in 2024, we have completed the analysis of data. We will use the findings to consider what targets and positive action measures we may need.
3	Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	October 2023	HR Policy Team	Action carried forward to year 2024/25. This has been delayed until 24/25 to enable the development of an appropriate report to capture the data and enable analysis.
4	Recruitment - Engage with new staff appointments by gender over the last 12 months on their recruitment experience and time working in the Council.	October 2023	Human Resources	Action carried forward to year 2024/25. The Council conducted a review of recruitment in 2023. One of the findings confirmed the need to improve the applicant tracking system. The Council is in the process of implementing a new recruitment system, one of the advantages of which is a modernised user friendly applicant experience.
5	Tailor a six monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	December 2023	Head of Equality & Diversity	Action to be carried forward to year 2024/25. The report to enable this work will be made available from the end of September 2024.