

# Gender Pay Gap Report

March 2022

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## **Context**

All public sector employers with over 250 employees are required to publish gender pay gap reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

## **Gender Pay Gap**

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, male and female participation, and how effectively talent is being maximised.

## **Equal Pay and Gender Pay Gap**

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

## **What we Report on**

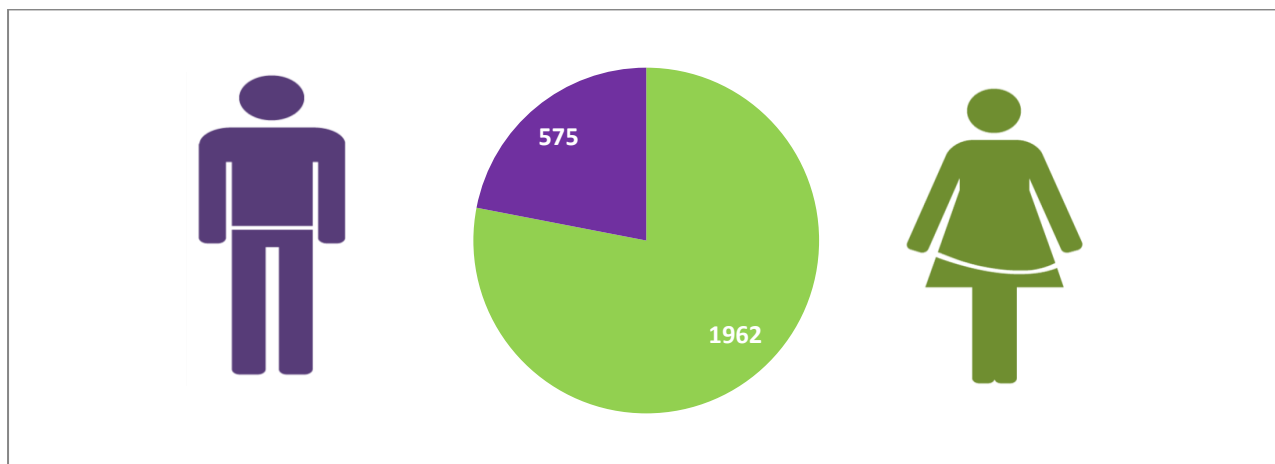
Using a snapshot of pay from 31 March 2022, we use six calculations to show the difference between the average earnings of men and women in our organisation. These are:

1. Our mean gender pay gap
2. Our median gender pay gap
3. Our mean bonus gender pay gap
4. Our median bonus gender pay gap
5. The proportion of men and women receiving a bonus payment
6. The proportion of men and women divided into four quartile pay bands

This information will be published on our own website for a minimum of three years and published on the government's gender pay website by 30 March 2023.

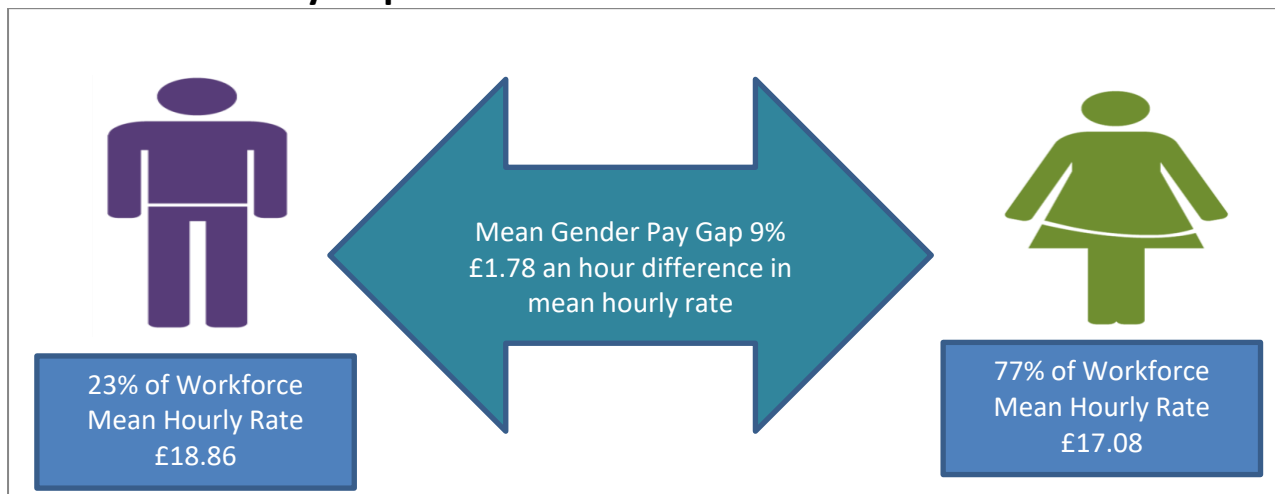
## Workforce Profile

On 31 March 2022 we employed 2537 people, 77% of whom were female.



When we calculate gender pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary perhaps on career break, maternity leave etc. Of our total numbers of employees 2461 were full pay employees of which 1894 were females and 567 males.

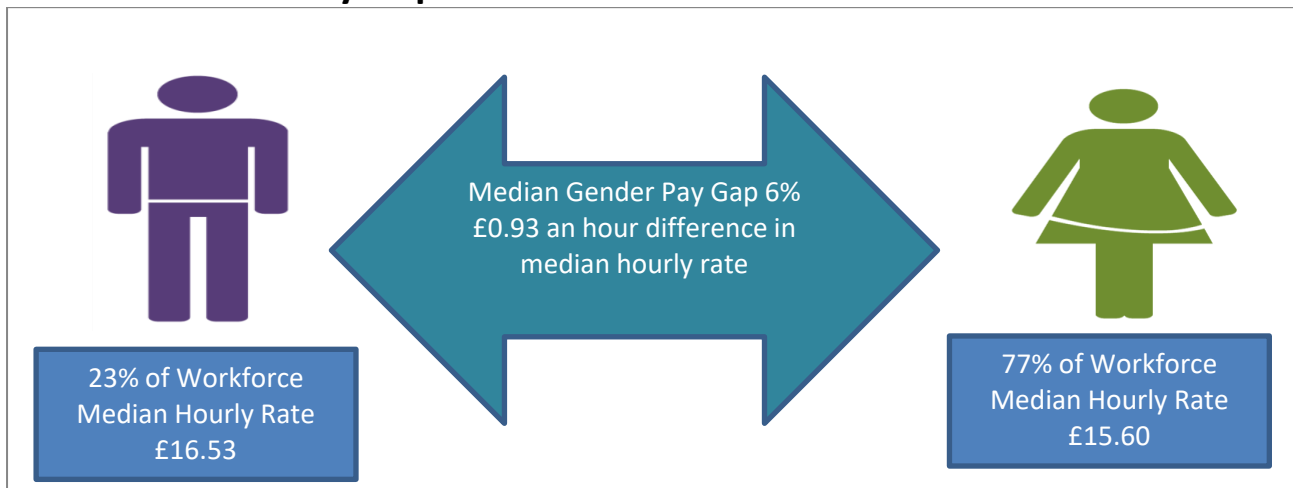
## Mean Gender Pay Gap



The mean gender pay gap has reduced from 11% in 2021, female hourly rate has increased by 33p an hour whereas men have seen the first decrease in mean hourly rate by 3p an hour. The biggest single influence on the reduction in the pay gap has been the influence of the carer payments that were in place in March 2022- which included golden hello payments to carers and £50 shift enhancements for additional shifts worked.

This figure is relatively hard to benchmark due to the differing make up of services that are offered by comparator Councils. However, for March 2021 the corresponding figure for 110 councils all employing 1000-4999 people, was an average of 5.0% mean gender pay gap. If we look at near neighbours Central Bedfordshire Council was 13.5% and Peterborough City Council 6.3%.

## Median Gender Pay Gap



The median gender pay gap is at its lowest level since reporting began in 2018 the difference between median hourly rates for males and females has fallen below £1 for the first time in that period. Since 2021 the median hourly rate for males has fallen £0.50 an hour whereas for women it has increased £0.27.

The benchmark group for 110 councils all employing 1000-4999 people was an average of 3.7% median gender pay gap but again must be understood in the context of services provided. If we look at near neighbours Central Bedfordshire Council was 17.8% and Peterborough City Council 5.2% median gender pay gap.

## Bonus Gender Pay Gaps

Milton Keynes City Council (MKCC) does not operate any performance related pay or bonus schemes and therefore has no bonus gender pay gap.

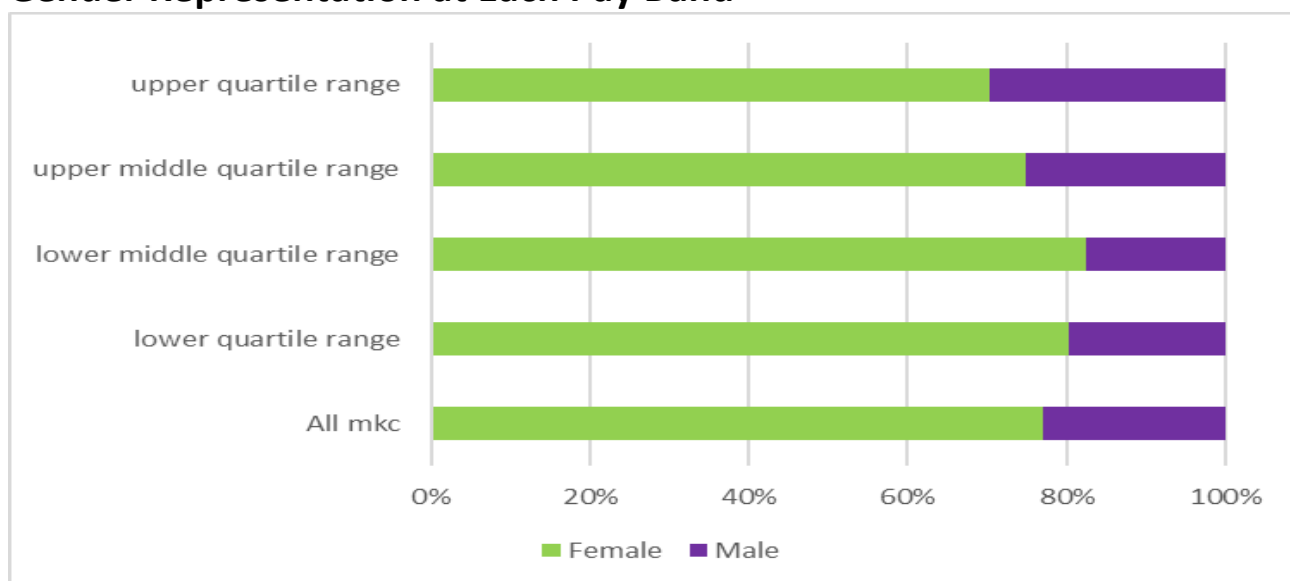
A Long Service Award is given to all employees who achieve 25 years' service to the Milton Keynes community. The award is a gift of £400 in vouchers, administered in January each year.

## Proportion of Men and Women by Pay Band

We split the full pay workforce into quartiles to show the proportion of men and women in each broad pay band. There are 616 people in the Lower middle quartile and 615 in each of the other quartiles.

- Lower Quartile- Hourly rates to £12.42
- Lower Middle Quartile- Hourly rates £12.42 - £15.60
- Upper Middle Quartile- Hourly rates £15.60- £21.03
- Upper Quartile- Hourly rates £21.03 and above

## Gender Representation at Each Pay Band



Our overall workforce split between women and men is 77:23, a useful benchmark against which to compare the balance in each of the quartiles. The lower quartile and lower middle quartile see women over represented at 80.3% and 82.5% of the total whereas the Upper quartile is only 70.2% women. This distribution will contribute to the higher mean and median hourly rate paid to men. Encouragingly, in the lowest paid quartile, the split was 82.4:17.6 women to men last year so this year it is 80:20, much closer to the overall distribution of the Council as a whole.

MKCC has a number of outsourced contracts in place, delivering services perceived as traditionally male-dominated, for example refuse collection, highways maintenance and landscaping. This will impact on the gender split of staff at the lower quartiles. Were these services delivered in house you could expect to see the proportion of males in the lower quartile increase as the hourly rates for these roles would fall into that quartile. Similarly, we deliver direct care services which are traditionally female dominated, and these roles all fall into the lower and lower middle quartiles thus explaining the higher proportion of females in these groups.

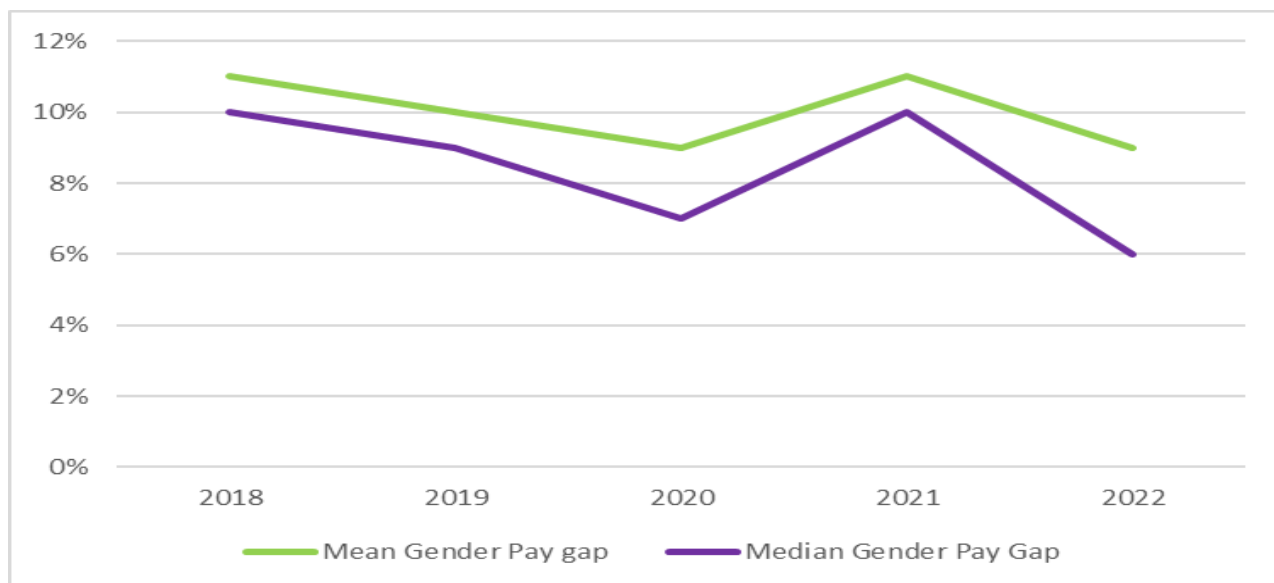
MKCC has a strong pay policy and governance in place for salary progression and salary level on appointment. Where needed, salary matching takes place to appoint the best candidate for the job. This may have a negative impact on the pay gap.

Flexible working and family friendly policies ensure that MKCC can attract and retain staff in a highly competitive local job market. The chartered Management Institute (CMI)<sup>1</sup> describe flexible working as a key tool in closing the gender pay gap so our move to Smarter working with 800 colleagues now working permanently from home, we may see further positive impact on our gender pay gap.

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<sup>1</sup> CMI Flexible Working Guidance Feb 2020

## MKCC Gender Pay Gap Journey



It is great to see MKCC back on its trajectory of ever decreasing gender pay gaps. As hoped 2021 was a covid related blip in that overall positive journey of narrowing pay gaps.

It is critical to understand that there are many factors that influence the gender pay gap some of these are within the employers' gift to influence and others are more led by society influences. So where shared parental leave now means men are able to share parental responsibilities, it is still far more common that women will take time away from the workplace for raising children or other unpaid care roles in the home. This can suppress the progress of women to the more senior levels of employment going some way to explain one source of gender pay gaps. At MKCC, seeing the narrowing of the pay gaps is a really positive indication that as an organisation we are making good progress on our equality journey. To further address the gender pay gap we need to do all we can to make Milton Keynes City Council an organisation where women can succeed. The diversity and inclusion action plan will look to ensure that diversity and inclusion is at the heart of all we do as an organisation.

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