

Gender Pay Gap Report

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Gille Davis
Workforce Policy and Projects Strategic Lead



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

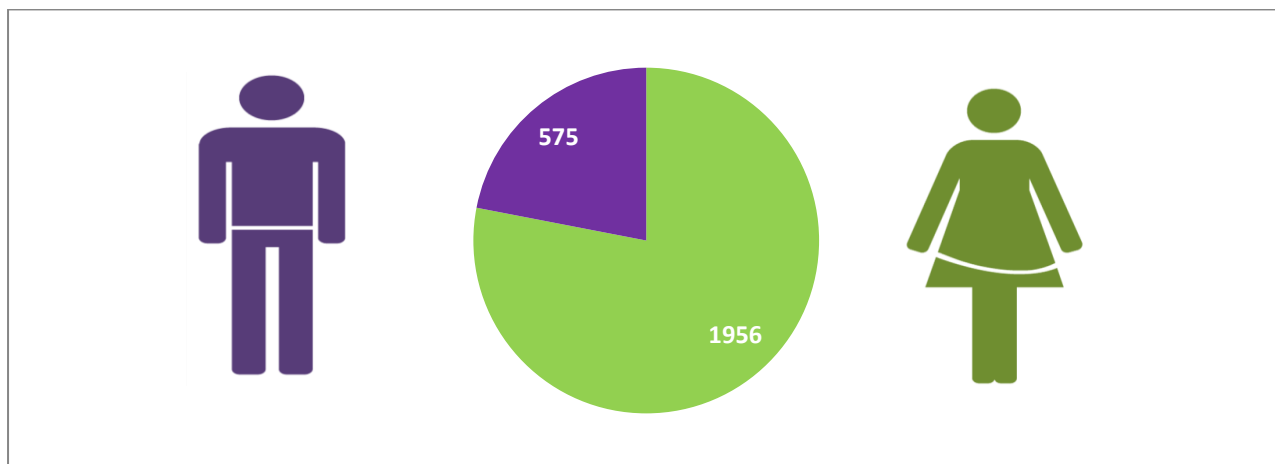
Using a snapshot of pay from 31 March 2023, we use six calculations to show the difference between the average earnings of men and women in our organisation. These are:

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 2024.

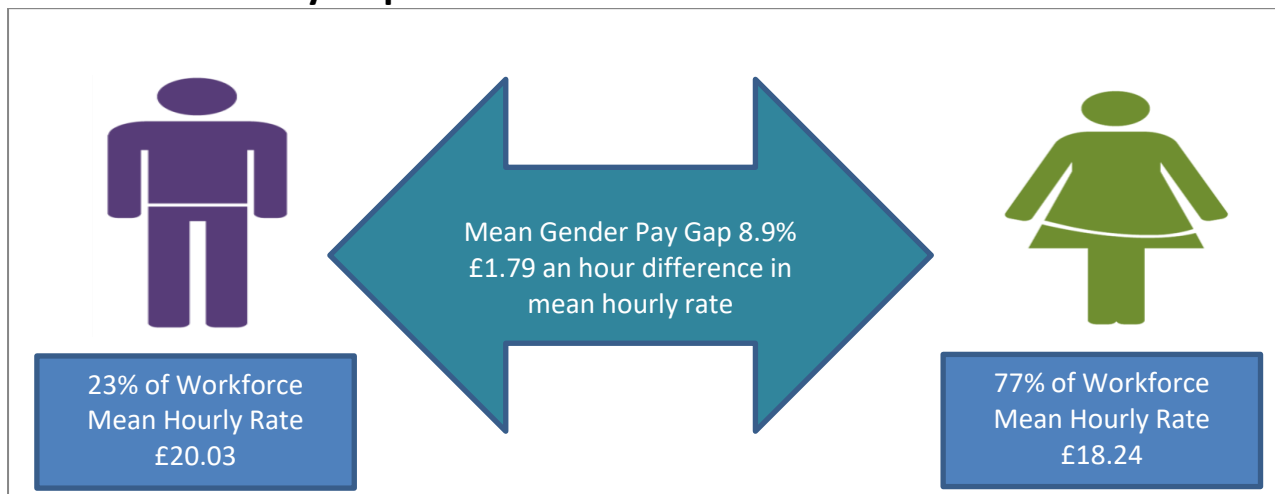
Workforce Profile

On 31 March 2023 we employed 2531 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 2505 were full pay employees of which 1935 were females and 570 males.

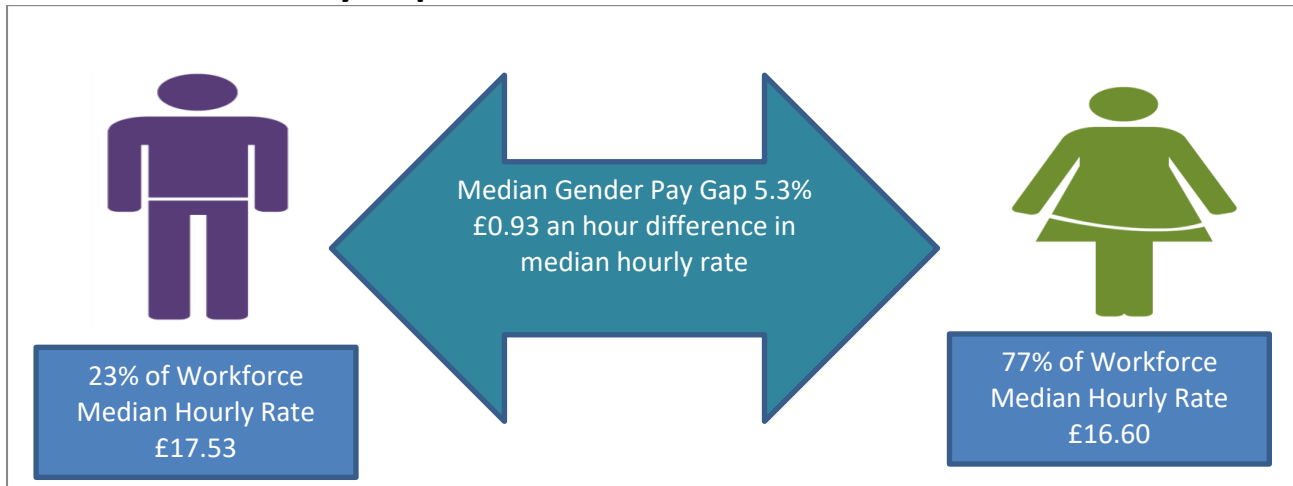
Mean Gender Pay Gap



The mean gender pay gap has reduced marginally from 9.4% in 2022. The biggest single influence on the reduction in the pay gap has been the continued influence of the carer payments that changed from the golden hello and shift enhancements in place in March 2022 to the winter retention bonus being paid in March 23.

This figure is relatively hard to benchmark due to the differing make up of services that are offered by comparator Councils. However, for March 2022 the corresponding figure for 112 councils all employing 1000-4999 people, was an average of 4.5% mean gender pay gap. If we look at near neighbours Central Bedfordshire Council was 11.8% and Peterborough City Council 3.7%.

Median Gender Pay Gap



The median gender pay gap is at its lowest level since reporting began in 2018. Since 2022 the median hourly rate for males and females has increased by £1.00.

The benchmark group for 112 councils all employing 1000-4999 people was an average of 3.0% 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 15.6% and Peterborough City Council 0% 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 December each year.

Proportion of Men and Women by Pay Band

We split the full pay workforce into quartiles to show the proportion of F in each broad pay band. There are 627 people in the Lower middle quartile and 626 in each of the other quartiles.

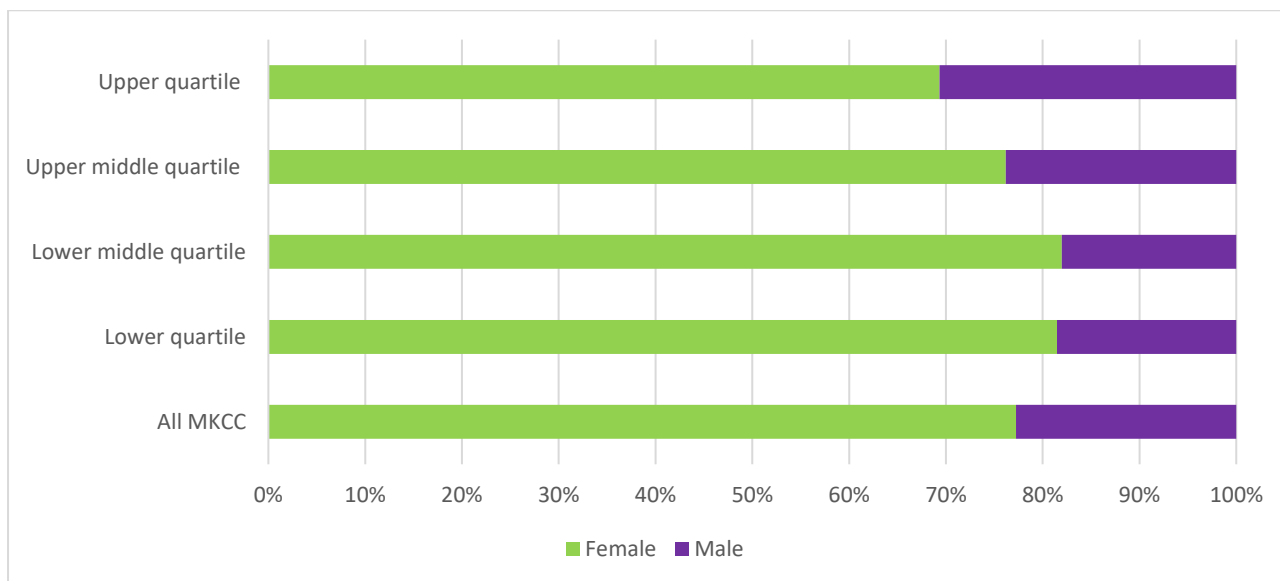
Lower Quartile- Hourly rates to £13.91

Lower Middle Quartile- Hourly rates £13.91 - £16.60

Upper Middle Quartile- Hourly rates £16.60- £22.03

Upper Quartile- Hourly rates £22.03 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 81.5% and 82.0% of the total whereas the Upper quartile is only 69.3% women. This distribution will contribute to the higher mean and median hourly rate paid to men.

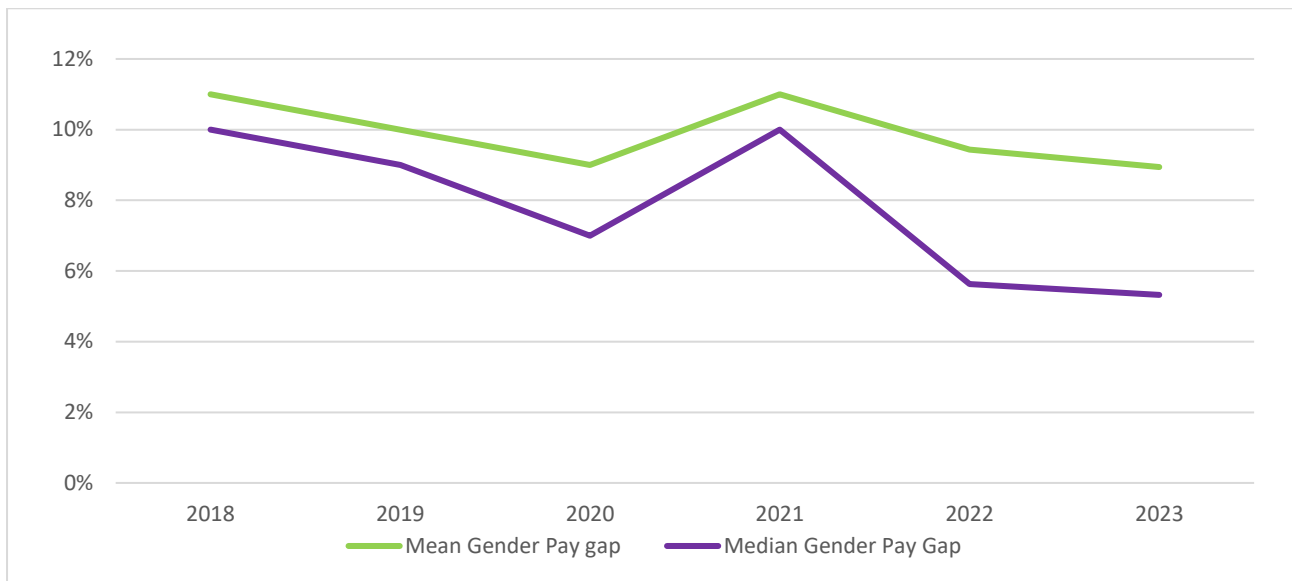
MKCC has a number of outsourced contracts in place, delivering services perceived as traditionally male-dominated, for example refuse collection, highways maintenance and landscaping. This will impact on the gender split of staff at the lower quartiles. Were these services delivered in house you could 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)¹ 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.

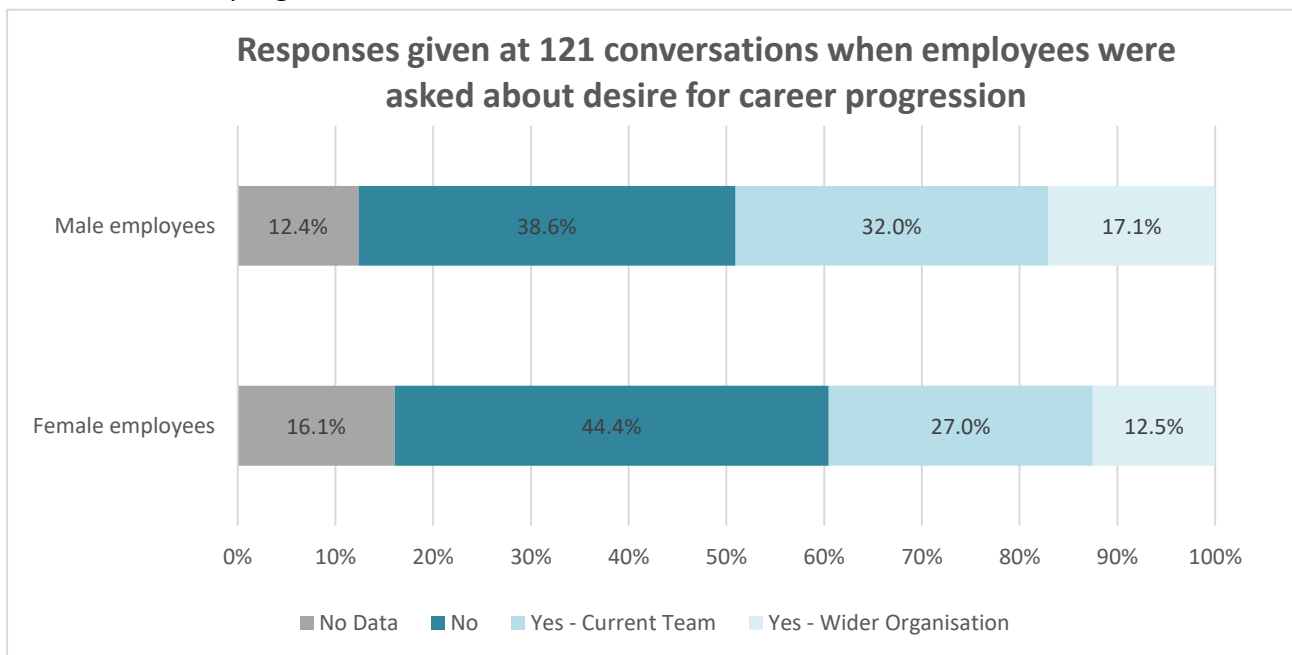
¹ CMI Flexible Working Guidance Feb 2020

MKCC Gender Pay Gap Journey

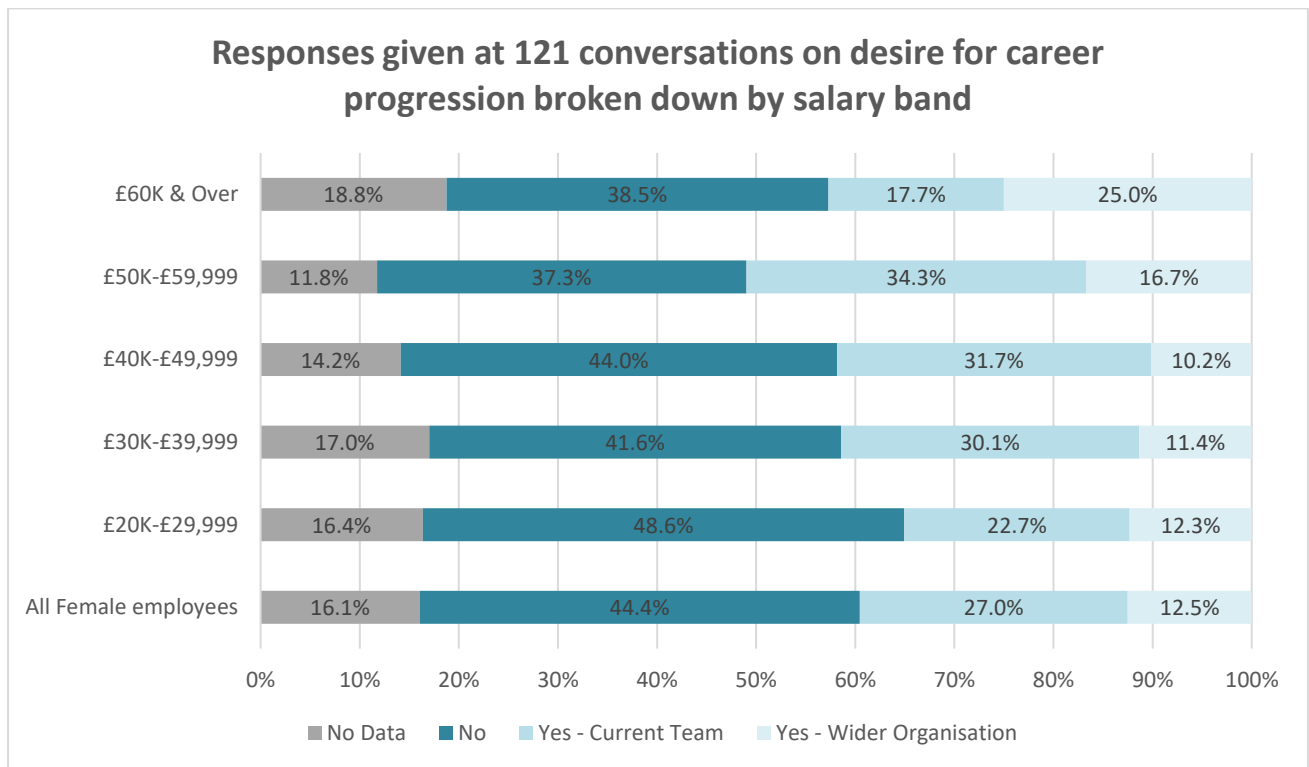


It is great to see MKCC continue its trajectory of ever decreasing gender pay gaps. 2021 has been shown to be a covid related blip in the overall positive journey of narrowing pay gaps.

Many factors influence the gender pay gap, some of these are within the employers' gift to influence and others are more led by society influences. 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 in the workplace going some way to explain one source of gender pay gaps. Another Factor can be desire for progression- in sept of 2023 employees were asked about their desire for career progression



This data shows that female employees were less likely than their male counterparts to be interested in any form of progression with only 12.5% of females wishing to consider progression outside of their current team. If we break this down further by salary for female employees, you can see the further challenge to the pay gap that those females on the lowest salaries are least desirous of any type of progression with almost half of this cohort state they have no interest. This is an additional challenge to narrowing the gender pay gap.



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. This report will be shared with our corporate leadership team for their consideration.

Contact details

Email gillian.davis@milton-keynes.gov.uk

Phone 07464496408

