

**Gender Pay Gap 2023**

1. **Opening Statement from the Chief Executive and Deputy Leader**

The Council is required to comply with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and publish gender pay gap information for its workforce on an annual basis. It must do this through a submission to the Government and on its website. This is also recognised in the Well-being of Future Generations (Wales) Act 2015 where under *“A More Equal Wales”* it is stated that public sector bodies should be “*Publishing data on protected characteristics and pay grades within the workforce”* so that we have *“a society that enables people to fulfil their potential no matter what their background or circumstances”.*

As an exemplar employer, the Council remains committed to the objective contained in our Strategic Equality Plan to *“reduce pay gaps and create a more inclusive workforce that is more reflective of Swansea’s diverse communities.* We want to ensure that our employees are paid fairly and equitably. We will ensure that our pay and grading structure, our corporate policies and our internal practices promote equality.

It is important that we do this so that we achieve *our* Workforce Strategy objective *to “have capable staff who are appropriately incentivised, recognised and motivated to achieve a high performance culture across all teams and demonstrating our core values”.*

As we continue to deal with the challenges facing the Council and the City we serve, it has never been more important to harness the benefits of gender equality and gender pay gap reporting is central to this. We are pleased to see that the 2023 data shows a further closing of the gender pay gap and that pay equity is improving.

**David Hopkins Martin Nicholls**

**Deputy Leader Chief Executive**

1. **What is the Gender Pay Gap?**

The gender pay gap is a measure of the difference in the average (mean or median) pay of men and women, regardless of the nature of their work, across the entire organisation. This is usually expressed as a percentage of male pay, with a positive figure being in favour of males, and a negative figure being in favour of females.

It is different from an equal pay comparison, which is the comparison of two people or groups of people carrying out the same, similar or equivalent work. The equal pay gap refers to unjustifiable differences in pay for men and women undertaking work of equal value, where this is scrutinised at the individual level, for example through a Job Evaluation process.

The gender pay gap regulations require organisations with over 250 employees to publish a range of data including;

• The mean gender pay pap

• The median gender pay gap

• The mean bonus gender pay gap

• The median bonus gender pay gap

• The proportion of males receiving a bonus payment

• The proportion of females receiving a bonus payment

• The proportion of males and females in each quartile pay band

To meet reporting requirements, currently Schools information is excluded, as governing bodies should report directly where the establishments employ 250 or more staff.

1. **What Do We Include in our Calculations?**

In order to meet regulatory reporting requirements, we are required to report on full pay relevant employees, which is summarised on our website, and reported on the .GOV website.

In order to develop an understanding of the true picture of our gender pay gap, the Council undertook more in-depth gender pay gap analysis across each of the grades in the main pay structure in 2019, so that issues that may have direct influence on gender pay issues can be highlighted more directly. This analysis was published in the annual Gender Pay Gap report.

The data reported is for the year end 31st March 2023 and is based on ‘full pay relevant employees’ pay (excluding schools, including active casual workforce).

It does not include overtime, pay relating to termination of employment or any other non-cash benefits.

The Council implemented its Single Status project in April 2014, thus eradicating all bonus payments for staff. Therefore, this is reported as 0% on the .GOV website.

1. **Who Do We Include in Our Calculations?**

Using the gender pay gap reporting regulations and ACAS’s guidance “Public Sector: Gender Pay Gap Reporting”, we have taken pay data from the Council workforce of relevant employees, of which 60% are women and 40% are men.

|  |  |  |
| --- | --- | --- |
| Gender | Full-Time | Part-time |
| Female | 26% | 34% |
| Male | 34% | 6% |

The non-school workforce, full and part time, the gender pay gap would be as follows:

# Average (mean) hourly pay (31st March 2023)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mean | Mean | Mean |
| Average hourly pay | Full-time | Part-time | All |
| Male | £15.61 | £12.74 | £15.17 |
| Female | £17.45 | £12.85 | £14.87 |
| Pay Gap % | -10.55% | -0.86% | 2.01% |

**Median hourly pay (31st March 2023)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Median | Median | Median |
| Median hourly pay | Full-time | Part-time | All |
| Male | £15.25 | £11.38 | £14.43 |
| Female | £16.11 | £11.80 | £13.91 |
| Pay Gap % | -5.34% | -3.56% | 3.73% |

A positive figure demonstrates men receive higher pay than women, a minus figure demonstrates that women receive higher pay than men based on the hourly rate of pay.

The data indicates that there is a gender pay gap identified, however this is likely to be attributed to the high percentage of part time female workers in the organisation. The Council is a champion of flexible working which female workers are more likely than male workers to request.

There is a reduction in the overall average pay gap from 5.64% at 31st March 2022 to 2.01% at 31st March 2023. The overall median pay gap has also reduced from 12.64% from 31st March 2022 to 3.73% at 31st March 2023.

1. **Quartile data**

The differential in the percentage of male and female employees in each pay quartile, based on hourly pay as at 31st March 2023, are as follows;

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Lower | | Lower middle | | Upper middle | | Upper | |
| Male | Female | Male | Female | Male | Female | Male | Female |
| 70% | 30% | 64% | 36% | 53% | 47% | 42% | 58% |

This data demonstrates a positive differential in favour of women in the upper quartile and a negative differential in the lower quartiles. A female increase in the upper quartile of 13% is evident compared to 2022 which has had a significant impact on the pay gap.

1. **Action Plan to Close the Gap**

In 2024/25, the Council will, as part of our five-year Workforce Strategy;

* + Review our approach to recruitment and selection to consider whether there are barriers to women applying for roles across all quartiles in the Council.
  + Continue to develop our family-friendly policies that give both men and women the opportunity to work flexibly in order to maintain family and personal commitments
  + Consider gender issues in our workforce planning and succession planning activities
  + Strive to employ a workforce which is representative of the communities we serve
  + Support employees with manageable health conditions to access work at all levels