

Gender pay gap report for the year 2022/23

Since 2017 public, private and voluntary sector organisations with 250 or more employees are required by law to report annually on their gender pay gaps, using six different measures (see Appendix 1). East Suffolk Council welcomes gender pay gap reporting and the important role it plays in presenting transparency about our salaries. We are committed to equality of opportunity and our approach to pay seeks to reward all staff fairly, regardless of gender or any other protected characteristic.

This report sets out what we are doing to close the gender pay gap and makes recommendations for further actions. The figures provided in brackets are from 2021/22 and included for comparative purposes. The report contains a glossary to explain the terms that the reporting framework requires.

Summary

The Council had a Gender Pay Gap of 11.7% in 2022/23 which is an increase on the previous year's figure of 11.1%. This increase is despite an ongoing programme of initiatives in place intended to reduce the gap.

What is the Gender Pay Gap?

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average, women earn (gender pay). It is not 'equal pay'. Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing equal work (or work of equal value) for the same job.

A positive pay gap means that females on average earn less than males. A pay gap of zero means the average pay across the entire workforce is the same for males and females. A negative pay gap means that the average for female employees is higher than that for males.

National Picture

The Office for National Statistics (ONS) advise¹:

- The gender pay gap has been declining slowly over time the (median) gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the levels seen in 2019 (17.4%).
 - For Public Sector organisations, this is 11.5% (mean), 14% (median)
- There remains a large difference in the gender pay gap between employees aged 40 years and over and those aged under 40 years.

¹ [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/payandbenefits/genderpaygap)

- The gender pay gap has decreased across all major occupational groups between 2022 and 2023.
- The gender pay gap in skilled trades occupations remains the largest of the major occupational groups, however, it has also decreased by the largest amount over the past years.
- East Suffolk Council figures reflect these trends.

Gender make-up of the Council

42.4% male to 57.6% female

Ordinary Pay

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the number of employees. The mean gender pay gap is 11.7% (11.1%)

The Council's pay gap has increased in the last year although it is still comparable to the mean public sector pay gap of 11.5% as published by the ONS².

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value. The median pay gap is 12.7% (18.0%), a significant decrease on last year but comparable to the rest of the Public Sector median pay gap of 14.0% as published by the ONS.

Bonus Pay

The Council does not pay any employee bonuses.

Hourly pay quartiles*

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts – see the glossary below).

	East Suffolk Council	
	Male	Female
All Staff	42.4%	57.6%
First (Lower) Quartile	25.9%	74.1%
Second Quartile	40.0%	60.0%
Third Quartile	50.7%	49.3%
Fourth (Upper) Quartile	52.7%	47.3%

² [Gender pay gap - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

East Suffolk Pay and Reward - Addressing the gender pay gap

The Council recognises that remuneration at all levels should be sufficient to attract and retain high quality employees. The Council is committed to rewarding all employees in a fair and equitable manner, and this is demonstrated in [the Pay Policy](#).

The Council has been consistent in assuring that all aspects of people management are both fair and transparent. Practices have not been more favourable to one gender than the other. Our People Strategy and our Recruitment and Retention Plan underpin this and outline our aim to build a strong reputation as a good employer and to be a progressive and exciting place to work. We encourage all our staff to achieve their potential, feeling valued and supported in a safe and healthy workplace. We work hard to attract and retain good quality people, by offering great opportunities for interesting roles and career development. Our strategy includes attracting women to work in traditionally non-female areas.

We have a clear set of values and a framework of expected behaviours which contribute to a culture based on trust and outcomes. Our employee engagement survey results tell us that the vast majority of our staff believe that we have a culture of dignity and respect.

There are a number of practices and initiatives in place which should have a positive impact on reducing the gender pay gap, including:

- Monitoring pay to identify pay differences and taking targeted action where appropriate.
- Clear, consistent, single approach to pay and reward, with a formal authorisation processes for any changes in pay.
- Ensuring that all new and changed roles are job-evaluated through a robust (Job Evaluation Scheme) process which involves Unison.
- Flexible/Agile working policies and practices which actively encourage women to work, taking into account training and development which invests in these employees.
- Enhanced occupational maternity pay and shared parental leave and support for women returning to work - through shared parental leave, job-sharing, compressed hours, part-time, and term-time only opportunities.
- Encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave, part-time working and compressed hours.
- Continuous improvement of the recruitment process, including regular diversity awareness sessions for recruiting managers to eliminate any bias. We ensure that our adverts are gender neutral, and all recruitment is based on merit and competency.
- Formal career pathways in place in a number of services including Planning, Environmental Health, Finance, Housing, Human Resources, Procurement, Revenues and Benefits with more being developed.
- Performance appraisal linked to outcomes and delivery in the role rather than working hours.

- Exit interviews offered to leavers to gauge their experience and obtain qualitative feedback on areas such as development opportunities, perceived blockers and any other areas that may have impacted on individuals' opportunities to progress.
- Encouraging recognition of the value of diverse perspectives in developing teams.
- Further development and implementation of the Intern Scheme and Graduate Scheme, to develop future talent.
- An established apprenticeship scheme in place across a range of occupational areas. We actively encourage female apprentices in the building trades and other male dominated roles/teams.
- Partnership with local schools and colleges including attendance at careers fairs to raise awareness of different career opportunities and to help dispel myths and stereotypes.
- The HR team report quarterly to the Corporate Leadership Team (CLT) on the progress of reducing the gender pay gap.

Glossary

Job Evaluation Scheme – this is a robust, consistent and gender-neutral method for assessing and comparing the value of different roles. The scheme provides a basis for a grading and pay structure, as well as a means to demonstrate equal pay for equal work. The scheme evaluates the job, not the job holder, and provides a way to assess the demands of the job through an objective means.

Natural Work Teams - The Natural Work Team framework is based on a 'top-down objective' and 'bottom-up solutions' approach to allow the freedom to generate solutions from a blank page. Natural Work Teams have responsibility for a particular process and work together in a participative environment. The participative approach is based on the belief that employees will be more productive if they have a higher level of responsibility for their work, and that people will advocate what they help to create. This framework has been adapted to enable wider organisational change.

Mean - another name for average. To find the mean of a data set, add all the values together and divide by the number of values in the set. The result is your mean

Median - the middle value between the smallest and largest of a set of numbers.

Quartile - the values that divide a list of numbers into quarters: Put the list of numbers in order then cut the list into **four** equal parts, i.e. first (lower) quartile represents the lowest paid 25% of the organisation

Appendix 1

The gender pay gap reporting measures

<i>Mean gender pay gap</i>	The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees
<i>Median gender pay gap</i>	The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees
<i>Mean bonus gap</i>	The difference between the mean bonus pay paid to male employees and that paid to female employees
<i>Median bonus gap</i>	The difference between the median bonus pay paid to male employees and that paid to female employees
<i>Bonus proportions</i>	The proportions of male and female relevant employees who were paid any bonus pay during the relevant period
<i>Quartile pay bands</i>	The proportions of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands