

Equal Pay Audit

Gender and Diversity Pay
Gap Reporting



2023

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1.0 Introduction

Flintshire County Council supports the principle of equal pay for equal work of equal value and recognises that there should be a pay and grading structure which is free from bias and based on objective criteria.

This is the sixth equal pay audit that Flintshire County Council has undertaken since the implementation of the Single Status Agreement in 2014, and it is part of our commitment to be a fair and equitable employer; an employer that ensures its employees are not subjected to unfair discrimination.

2.0 What is an Equal Pay Audit?

An Equal Pay Audit involves the specific comparison of the pay of male and female colleagues, investigating the causes of any pay gaps by gender, ethnicity, disability or working pattern and planning to close any gaps that cannot be justified on grounds other than one of those characteristics.

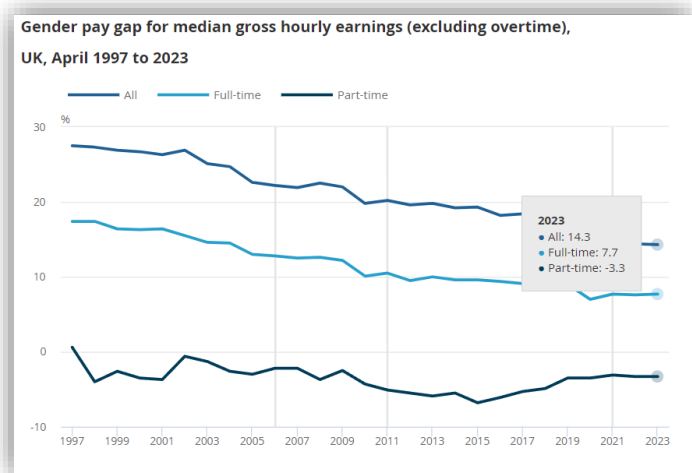
There are several benefits of conducting an equal pay audit:

- Identifying, explaining and, where justifiable, eliminating pay inequalities.
- Supporting rational, fair and transparent pay arrangements.
- Demonstrating to employees a commitment to equality.
- Demonstrating the Council's values to external stakeholders.
- Helping to meet the public sector equality duty.

3.0 The Gender Pay Gap

The Gender pay Gap is different to equal pay. Equal pay is the equal payment of men and women for undertaking the same work. Within Flintshire County Council, men and women are paid equally for doing equivalent roles, as decided by our job evaluation scheme.

The current gender pay gap in the UK, based on median hourly earnings, excluding overtime for full time workers is 7.7%.



This data is from the ONS Annual Survey of Hours and Earnings (2021).

4.0 Methodology and Data Collection

The Equality and Human Rights Commission guidelines for undertaking equal pay audits has been followed and the data has been analysed using the definitions and methodologies advocated in national guidelines.

The data was extracted from the Council’s HR and Payroll system “iTrent” on **31st March 2023**.

Analysis of this data has been undertaken to consider the following:

- Workforce composition including male, female, ethnicity and disability.
- Average male/female pay gap across pay grades.
- Distribution of males/females across pay grades.
- Distribution of full and part time workers across pay grades.
- Gender profile of full and part workers.

The gender pay gap is calculated using the mean and median salaries of female employees expressed as a percentage of the mean and median salaries of male employees doing work of equal value. ‘Salary’ is the full-time equivalent salary.

5.0 Workforce Composition

From the data extract taken on **31st March 2023**, the Council has 6990 occupied positions. This sees an increase of 141 from 6849 on the 31st March 2022.

Workforce composition	1 role	2 roles	3 roles	4 roles	5 roles	Total
Female	4109	1032	234	40		5415
Male	1413	142	15		5	1575
Total	5522	1174	249	40	5	6990
Actual headcount	5522	587	83	10	1	6203

Total Workforce Demographic



The table shows the distribution of individuals who hold more than one post within the Authority and identifies an actual headcount of 6203 employees.

6.0 Gender Pay Gap Analysis

The table below provides a breakdown of all employees across the full range of terms and conditions, gender numbers and the average salaries for each group.

Pay scale group	Female	Average salary	Male	Average salary.	Total	Average salary	Pay gap
Chief Officers/Chief Executive	3	£96,009	4	£110,696	7	£104,402	13.27%
Head Teachers	116	£64,094	79	£67,841	195	£65,612	5.52%
Soulbury/Y&C Officers/Ed. Psychos	21	£51,613	4	£54,081	25	£52,008	4.56%
Occupational Health Nurses (New)	3	£43,593			3	£43,593	0.00%
Teachers - Basic Scale	997	£41,551	276	£41,580	1273	£41,557	0.07%
Teachers - Unqualified (Assimilated)	11	£29,057	5	£27,933	16	£28,706	-4.03%
Youth Workers	35	£28,214	14	£28,007	49	£28,155	-0.74%
NJC Pay Table 2019	4221	£24,918	1170	£28,972	5391	£25,798	13.99%
National Trainees	8	£18,328	23	£18,328	31	£18,328	0.00%
Grand Total	5415	£28,993	1575	£33,235	6990	£29,949	12.76%

Summary

- Average (mean) salary for women is £28,993 increased from £26,929 in 2022.
- Average (mean) salary for men is £33,235 increased from £31,208.67 in 2022.
- The **Mean** Gender Pay Gap is 12.76% reducing from of 13.71% in 2022.
- **Median** salary for men £28,371 increasing from £26,900 in 2022.
- **Median** salary for females £22,786 increasing from **£20,861** in 2022.
- **Median** gender pay gap is 19.69% reducing from 22.45% in 2022.

6.1 Quartile distribution

Quartile	Female	Average salary	Male	Average salary.	Total	Total Average	distribution	Pay gap	Women	Men
Lower quartile	1596	£20,811	152	£20,327	£1,748	£20,769	25%	-2.38%	91.3%	8.7%
Lower middle quartile	1408	£22,285	339	£22,508	£1,747	£22,328	25%	0.99%	80.6%	19.4%
Upper middle quartile	1160	£30,161	588	£29,958	£1,748	£30,093	25%	-0.68%	66.4%	33.6%
Upper Quartile	1251	£45,897	496	£48,408	£1,747	£46,610	25%	5.19%	71.6%	28.4%
Grand Total	5415	£28,993	£1,575	£33,235	£6,990	£29,949		12.8%	77.5%	22.5%

The quartile distribution show how the gender pay gap is reflected in the vertical distribution of average salaries. Here you can see a small, but positive bias towards women in both the lower quartile and the upper middle quartile.

6.2 Types of Occupational Segregation

Occupational segregation by gender, refers to the unequal distribution of women and men across different types and levels of work. This can perpetuate gender inequality in the workplace and contribute to the gender pay gap.

Horizontal segregation occurs where there are clusters of one gender in a role. For example, caring roles are typically carried out by females and construction roles are typically carried out by males.

Vertical segregation occurs when the jobs that are predominantly carried out by one gender results in an uneven distribution of employees in the pay and grading structure, that is not representative of the overall gender workforce profile.

Research to date has uncovered a range of important issues that contribute or are related to the gender pay gap. A significant review of the gender pay gap by UK Government Equalities Office concludes that the most important factor influencing the gender pay gap is the effects of interruptions to employment and the lack of 'good' part time work. These findings are supported by numerous studies.

Despite significant initiatives in local government and the health sector, there has been little progress in closing the gender pay gap in the public sector, which currently stands at 15.4%¹. Part of the lack of progress in the gender pay gap in the public sector is explained by the lack of representation of females in senior management roles in the sector. Women represent 53% of all employees in the civil service but occupy only 33% of senior management roles.

Table 4: Mean Gender Pay Gap

Gender Pay Gap UK	
All employees	15.4%
Full Time	7.9%
Part Time	-2.7%
Public Sector	18%
Private Sector	19.6%
Non-profit body or mutual association	20.8%

¹ Source ONS Annual Survey of Hours and Earnings 2021

Women are more likely to be in health and social work and education sectors than men, who are more likely to be in manufacturing, construction, and transport (horizontal segregation). Traditionally, health, social work and education tends to be delivered by the public sector. Accordingly, women are significantly more likely to work for a public sector employer. According to the EHRC, 40% of women work in the public sector compared to only 15% of men. This is quite significant for Flintshire County Council, with the gender distribution of the workforce being 77% female.

7.0 Full and Part time Staff

Table 5: Distribution of Male and Female by Basis

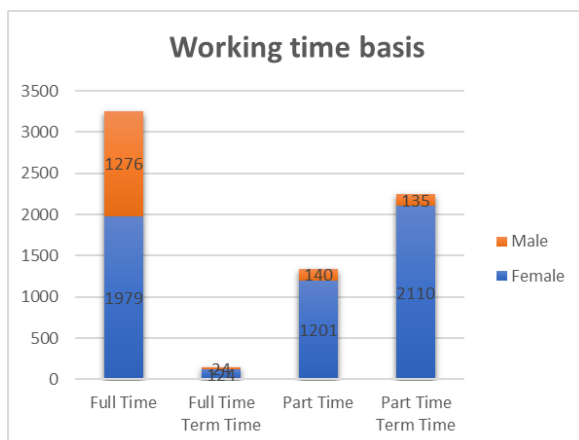
Full vs part time working	Female	Average salary	Male	Average salary.	Total	Average salary..	Pay gap	Women	Men
Full Time	1979	£36,345	1276	£35,041	3255	£35,834	-3.72%	61%	39%
Full Time Term Time	124	£27,415	24	£30,034	148	£27,840	8.72%	84%	16%
Part Time	1201	£29,489	140	£28,169	1341	£29,351	-4.68%	90%	10%
Part Time Term Time	2110	£21,910	135	£21,985	2245	£21,915	0.34%	94%	6%
Grand Total	5415	£28,993	1575	£33,235	6990	£29,949	12.76%	77%	23%

- The distribution of both full time and part time females employees see a positive average pay variance of 3.72% & 4.68% respectively.
- However, school based employees working either full time term time, part time term time still see pay gaps of 8.72% and 0.34% respectively.



As a proportion of females in our workforce:

- 37% work full time.
- 22% work part time.
- 2% work full time term time.
- 39% work part time term time



As a proportion of our workforce:

- Men represent 10% of part time working employees.
- And 6% of part time term time employees.

The proportion of females in part time work and the quality of part time work available in the UK are closely associated with its relatively high gender pay gap in comparison to international standards. Around 1 in 5 jobs in the UK is part time but 4 in 10 females work in part time employment. These proportions have remained constant since the early 1990's.

8.0 Gender Pay Gap Analysis – Green Book terms and conditions – NJC Pay Tables

The majority of our employees are working under Green Book terms and conditions (NJC pay table) and their roles have been evaluated using the GLPC method of Job Evaluation (5415 records).

Comparing the last two years of data we can see that of the 4221 female employees, 2468 have seen a small positive incremental change to the gender pay gap.

NJC pay progression comparison

Grade	Female employees	Average pay 2022			Average pay 2023			Annual change
		Female Average Salary	Male Average Salary	Pay gap 2022	Female Average salary.	Male Average salary.	Pay gap 2023	
G01	1737	£18,977	£18,907	-0.37%	£20,856	£20,702	-0.74%	↓ 0.37%
G02	1193	£20,475	£20,490	0.08%	£22,369	£22,400	0.14%	↑ -0.06%
G03	136	£22,210	£22,244	0.15%	£24,083	£24,157	0.30%	↑ -0.15%
G04	485	£25,817	£25,696	-0.47%	£27,533	£27,458	-0.28%	↑ -0.19%
G05	229	£31,164	£31,053	-0.36%	£32,914	£32,998	0.26%	↑ -0.62%
G06	216	£34,792	£34,606	-0.54%	£36,612	£36,478	-0.37%	↑ -0.17%
G07	81	£38,998	£39,440	1.12%	£40,336	£41,041	1.72%	↑ -0.60%
G08	83	£42,731	£42,933	0.47%	£44,357	£44,703	0.77%	↑ -0.30%
G09	33	£46,749	£46,877	0.27%	£47,841	£48,476	1.31%	↑ -1.04%
G10	16	£52,816	£52,782	-0.07%	£54,994	£54,864	-0.24%	↓ 0.17%
G11	9	£59,995	£59,738	-0.43%	£61,763	£62,299	0.86%	↑ -1.29%
G12	3	£73,941	£73,337	-0.82%	£75,915	£75,915	0.00%	↑ -0.82%
Grand Total	4221	£22,965	£27,168	15.47%	£24,918	£28,972	13.99%	

- Average female (mean) salary has increased from £22,964 in 2023 to 24,918.
- Gender pay gap has decrease from 15.47% to 13.99%.

The improving position is likely to be attributable to internal promotions and incremental progression for female new starters over the past 12 months.

8.0 Disability Analysis

Disability analysis of all employees

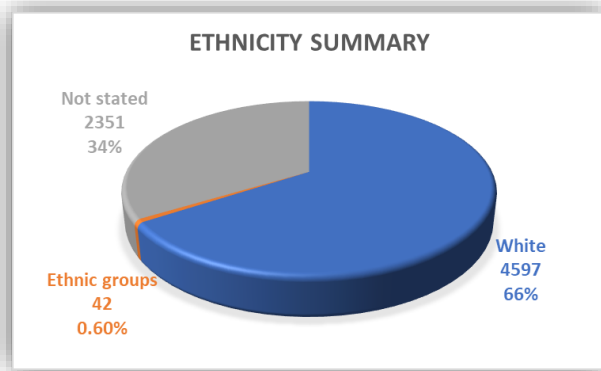
Disability	Female	Average salary	Male	Average salary..	Total	Average salary.	Pay gap	Women	Men
No	3418	£29,139	936	£34,293	4354	£30,247	15.03%	79%	21%
Not Known	1850	£28,790	599	£31,846	2449	£29,537	9.60%	76%	24%
Yes	147	£28,150	40	£29,297	187	£28,395	3.92%	79%	21%
Grand Total	5415	£28,993	1575	£33,235	6990	£29,949	12.76%	77%	23%

Out of the 6990 records 187 (**2.6%**) have disclosed a disability, 4354 (**62.02%**) have declared themselves as not disabled. The data has remained stable in the last 12 months, seeing only marginal improvements of 0.3% in those declaring a disability.

From those employees who declared a disability:

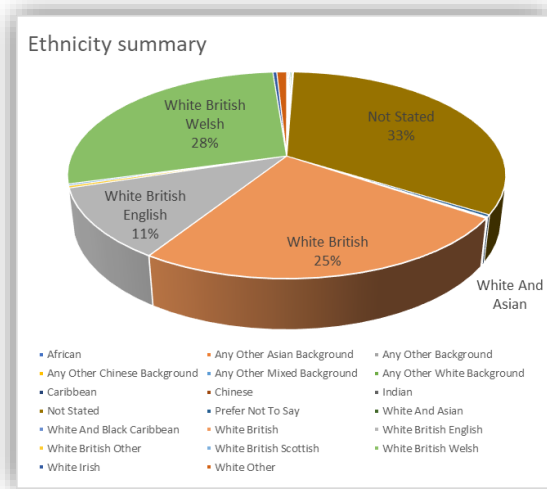
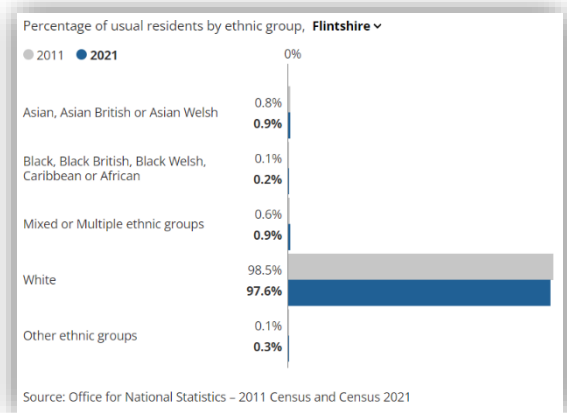
- We see a pay gap of £28,395 vs £30,247, £4,996 or 14.5%.

9.0 Ethnicity Analysis



There are considerable number of staff who have chosen not to disclose their ethnicity (34%). This has slightly improved from 2022, where the figure was (32.84%) but this makes it difficult to undertake a robust analysis of our demographic ethnicity.

However, if we compare with the 2021 ONS census, we can see a comparable percentage of ethnicity with the Flintshire County residents to that of the Authorities employees if we combine our “not stated” population with those defined as “white”.

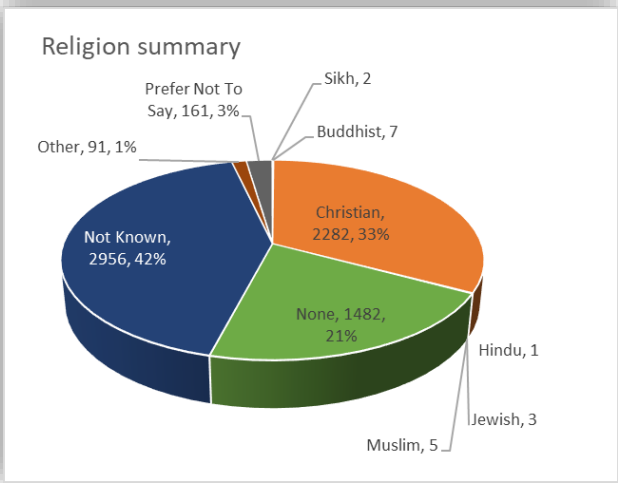


Whilst this is not a wholly accurate analytical method, it provides a feasible representation of the organisations demography and that when compared to its locality, that balanced recruitment activities are being undertaken.

10.0 Religion

Religion	Female	Average sal:Male	Average salaTotal	Total Average	Pay gap	Women	Men		
Buddhist	5	£26,371	2	£26,074	7	£26,286	-1.14%	71%	29%
Christian	1873	£29,263	409	£35,111	2282	£30,311	16.66%	82%	18%
Hindu			1	£43,481	1	£43,481	100.00%	0%	100%
Jewish	3	£20,441			3	£20,441	N/A	100%	0%
Muslim	5	£29,153			5	£29,153	N/A	100%	0%
None	1085	£27,913	397	£31,766	1482	£28,945	12.13%	73%	27%
Not Known	2250	£29,448	706	£32,978	2956	£30,291	10.70%	76%	24%
Other	74	£25,596	17	£33,788	91	£27,126	24.25%	81%	19%
Prefer Not To Say	118	£28,541	43	£33,054	161	£29,746	13.65%	73%	27%
Sikh	2	£21,189			2	£21,189	N/A	100%	0%
Grand Total	5415	£28,993	1575	£33,235	6990	£29,949	12.76%	77%	23%

The proportion of the total population of employees who have declared their religion or belief as Christian is **33%** and **1%** have declared another religion or belief (such as Buddhist, Hindu, Jewish, Muslim, Sikh or other), with 21% declaring no religion. For **42%** religion or belief is unknown.



11.0 Working to close the gap.

We have already made considerable progress to tackle some of the challenges, for example:

- Introduction of a new pay and grading structure in April 2019 including the introduction of Senior Management grades to reduce the pay gap between the Chief Officers and other employees.
- Ongoing maintenance of job evaluation scores to stop grade drift and ensure a consistency of approach in the application of the job evaluation scheme.
- Comprehensive work/life balance policies to encourage a more flexible workforce.

Flintshire County Council is committed to reducing the gender pay gap and is committed to continue addressing the following areas:

11.1 Gender monitoring

The Council will continue to have effective gender monitoring with our data being refreshed and republished annually and this data will remain on our website for comparison purposes.

11.2 Focus on marketing Family Friendly policies and procedures.

We continue to monitor our family friendly policies and actively encourage employees to utilise the schemes that are on offer. These can include simple steps such as encouraging male employees to consider taking shared parental leave and marketing the family friendly schemes that the Council offers. The introduction of a new hybrid working policy is also aimed to support employees balance home life and work life.

11.3 Review the provision of flexible and alternative ways of working.

Since the Covid-19 pandemic working practices have seen fundamental changes with the widespread introduction of home working, and in more recent months, hybrid working practices as working practices re balance in the post pandemic working environment.

The proliferation of hybrid working practices across the respective portfolios, underpinned by modern communication technology, has enabled the continued delivery of essential services, whilst offering greater flexibility in patterns of work, helping employees balance work, family commitments and caring responsibilities.

Flintshire County Council will continue to review and evolve its working practices and support employees flexible working needs, as far as practicably possible, whilst maintaining its service delivery requirements.

11.4 Minimise any negative impacts from pay and grading structures.

The organisation is still committed to reviewing its pay and grading structure in 2023/2024 to ensure as an organisation its pay and grading structure is modern, equitable and fit for purpose.

11.5 Policy to practice Training.

Policy to practice training for all line managers continues with updated content to ensure topicality & legal compliance and how their role can support equality and diversity within the workplace.

11.6 Apprenticeships

We are working hard to advance equality of opportunity for young people We continue to expand the variety of apprenticeships offered ensuring young people are developing skills in areas of growth and demand which enhances employability. Recent additions have been within digital marketing with a focus on improving and expanding our social media presence, marketing our apprentice scheme to a wider audience of young people as well as working on marketing general vacancies across the Council.

12.0 The bigger picture

The gender pay gap measurement can never tell the whole story of our organisation as an employer committed to equality and equal treatment of our staff.

- We have an equality proofed pay and grading system that undergoes an annual Equal Pay Audit.
- We recognise and work in partnership with the recognised trade unions to negotiate pay and conditions, ensuring parity of pay on behalf of those who work for us.
- We do not pay bonuses or performance related pay.
- We support women having children by offering enhanced maternity leave and flexible working policies.

We provide a wide range of flexible working opportunities to support, develop and retain employees at work. We will continue to promote these initiatives going forward and hopefully encourage more females to take on more senior roles within the Council.

We are an accredited Disability Confident Employer (level 2) and are committed to achieving level 3 (Disability Confident Leader)





We have been awarded the Ministry of Defence (MOD) Employers Recognition Scheme (ERS) Gold award for our commitment to defence and the armed forces community.

13.0 Conclusion and actions

Between 2017 and 2023 we have seen year on year incremental improvements to the gender pay gap, both at macro level, and at the lower end of the pay scale groups.

The small incremental values are attributed to the structured control of the pay and grading model and the impact of proactive gender both internal & external recruitment.

Table 10 Gender pay gap by year

Gender Pay Gap	2017	2018	2019	2020	2021	2022	2023
Overall	16.96%	13.65%	13.40%	13.11%	13.75%	13.71%	12.76%
NJC/Green Book	18.60%	16.22%	15.45%	15.00%	15.37%	15.47%	13.99%

There are no significant pay gaps where work of equal value is being done. The pay gap therefore is a result of significantly more females employed in lower graded jobs and more males in higher graded jobs.

- The Council will undertake the following actions to assist in further reducing the overall pay gap:
- The Council will review its recruitment procedures and training on recruitment and selection with a view to ensuring that there is nothing in the process that may cause gender bias. Training for managers on ‘unconscious bias’ is already taking place.
- A review of recent appointments and starting salaries will take place to ensure that the starting salaries procedure is being fairly and consistently applied. If any areas of concern are identified further training will be provided for managers in those areas.
- Recruitment metrics will be put in place which will include data on gender, ethnicity, and disability so that the outcomes of resourcing initiatives can be measured.
- The Council will promote its flexible working and family friendly initiatives to raise employee awareness.

The audit provides assurance that the County Councils job evaluation scheme and the processes within which it operates are robust and meet equality requirements.