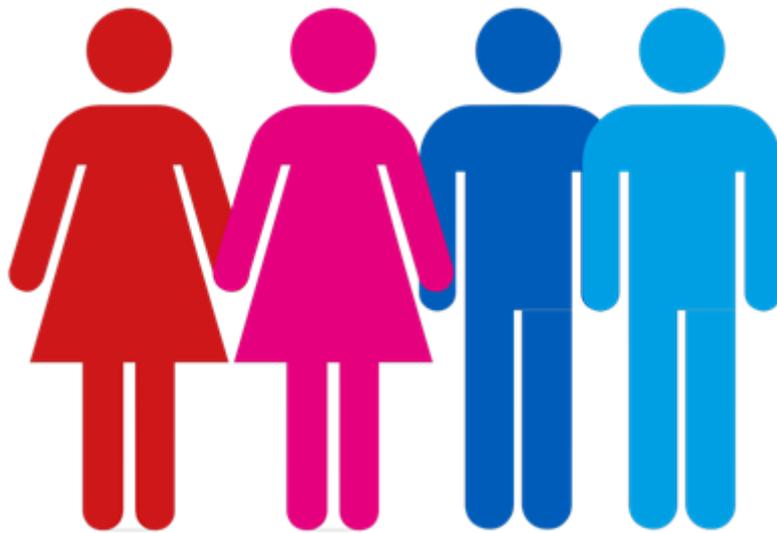


Gender Pay Gap Report 2021



Introduction

Stockton on Tees Borough Council as a Public Sector organisation with over 250 employees is required by Gender Pay Gap legislation introduced in April 2017, to publish statutory calculations every year showing how large the pay gap is between their male and female employees i.e. the difference between the average (mean and median) hourly earnings of men and women who work here.

This report provides details of the Stockton on Tees Borough Council’s workforce who are within the scope of the legislation as at 31 March 2021 and the gender pay gap calculations as required by the legislation.

Our Workforce Profile

For the purpose of Gender Pay reporting, relevant employees are all employees employed by the Council on the snapshot date – 31 March 2021. This includes all permanent and temporary employees employed as at 31 March 2021.

Under the regulations, the workforce of our maintained Schools are excluded as the governing body of a maintained school is treated as the employer and required to publish their own calculations if applicable.

Over the last 10 years there has been a significant reduction in the total number of SBC Employees. The headcount has reduced by 22.5% from 4,206 at 31 March 2011 to 3,259 at 31 March 2021. The full-time equivalents have reduced by 17.6% from 3,142 at March 2011 to 2,587.95 at 31 March 2021.

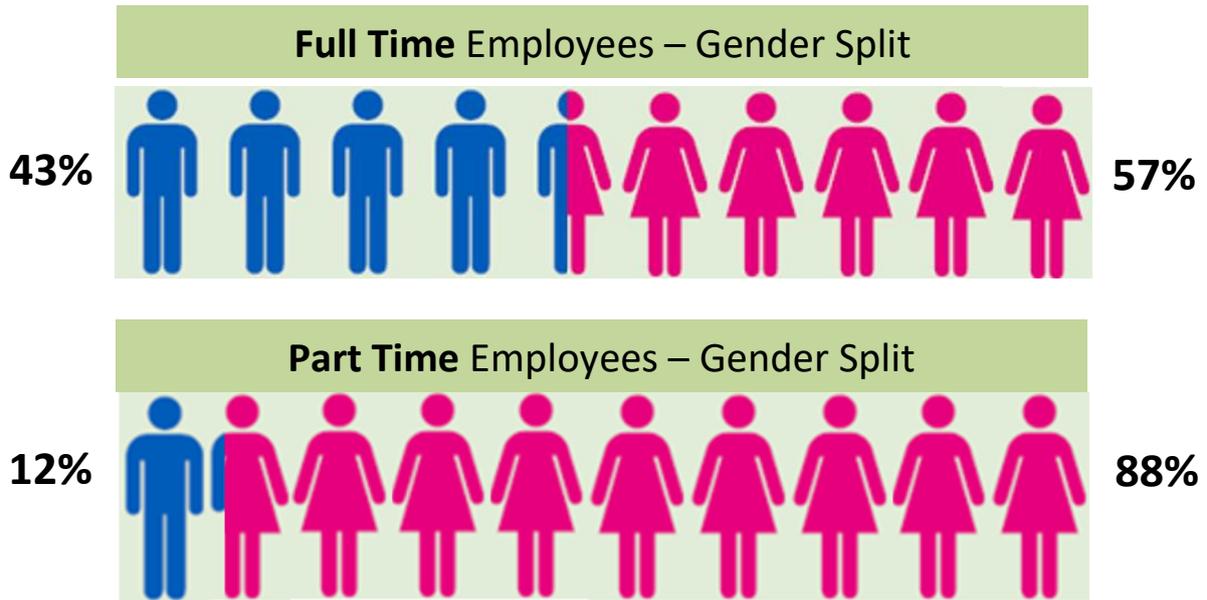
Gender Breakdown

The Council has always had a predominately female workforce.

As at 31 March 2021, 70% of the workforce was female which remains broadly the same year on year. This can in part be attributed to a greater number of female part-time workers across all areas of the Council and the flexible / family friendly working policies which are available.

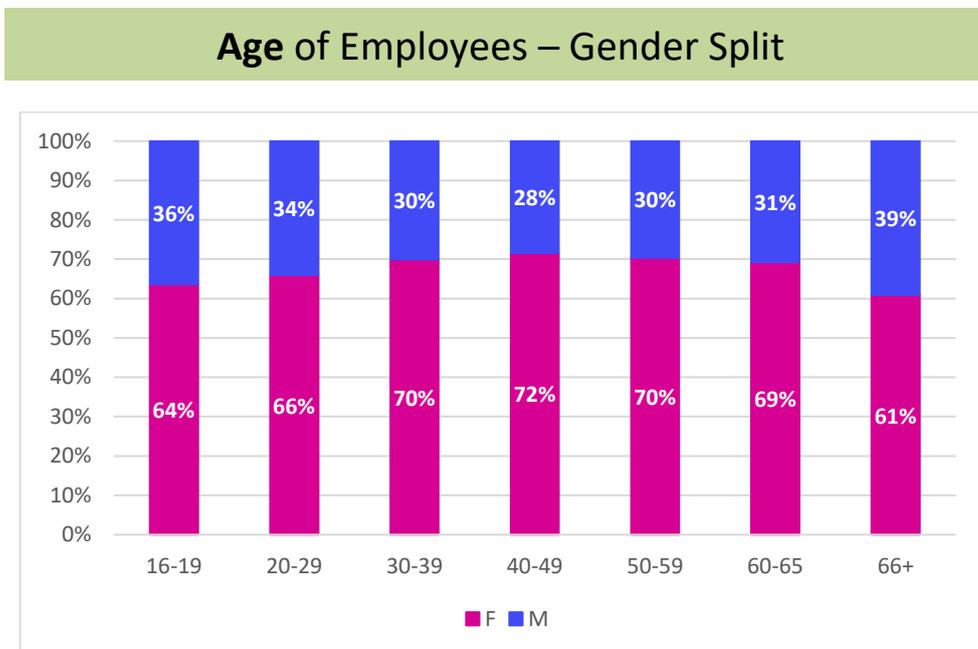


Full time vs Part Time



The greater number of females in part time roles can in part be attributed to the variety of family friendly policies available to our employees but also the greater number of female employees employed in jobs which are not required full time, in areas such as Catering, Cleaning, School Crossing Patrol and Community Transport. There has also been a slight increase, 2%, in the number of full time female employees and 1% in the number of part time female employees.

Age Breakdown



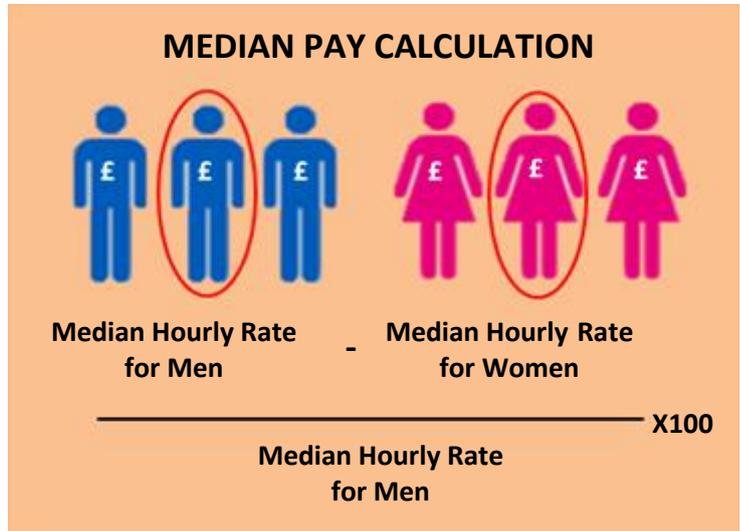
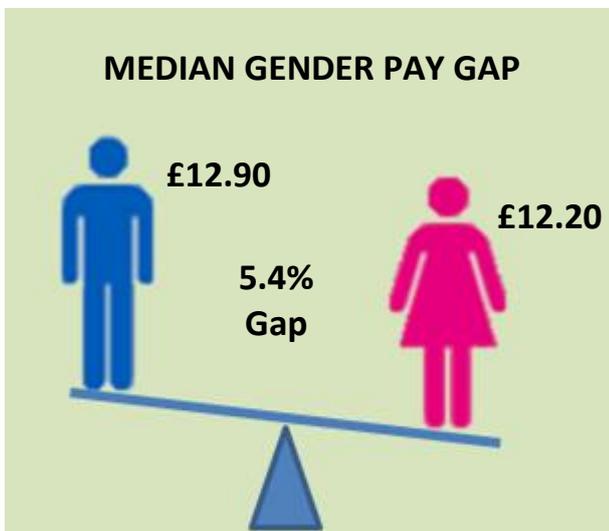
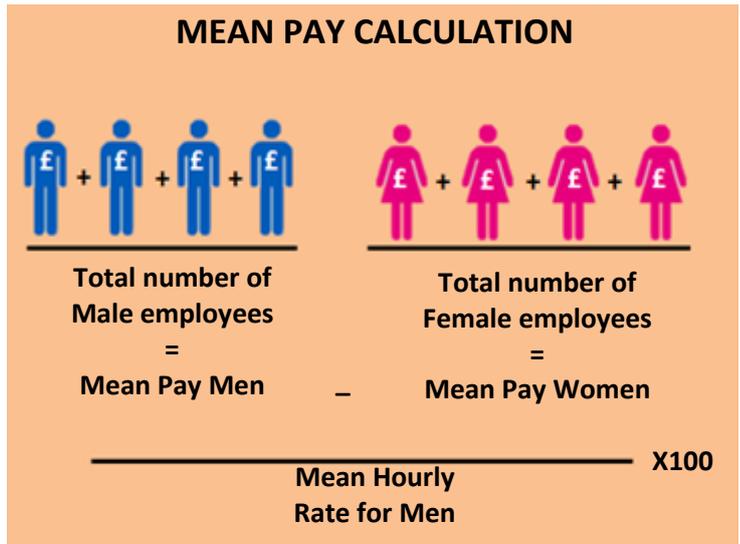
Our Gender profile remains consistent through the age range of our employees in that there are more females than males in all age categories. There has been a slight increase in the number of females aged between 60-65 and 66+ and a slight decrease in the number of women aged between 30-39 and 40-49.

Gender Pay Gap 31 March 2021

The gender pay gap is the difference between the average hourly pay received by men and women across the Council at 31 March 2021.

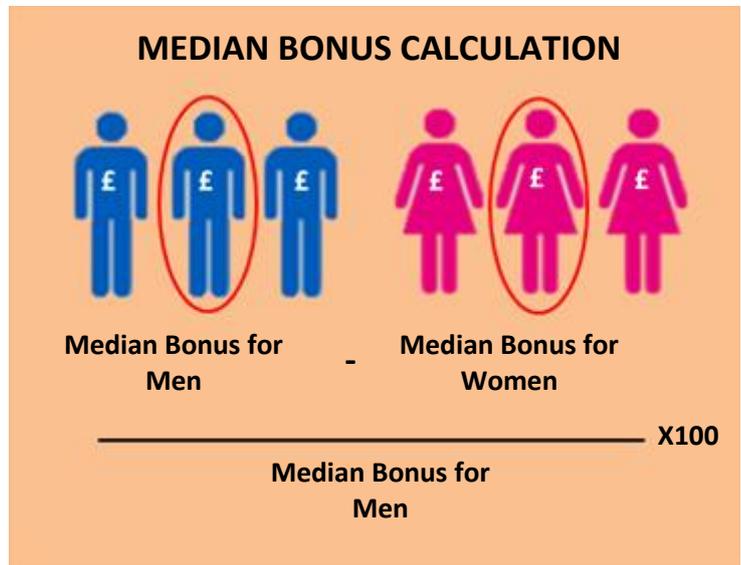
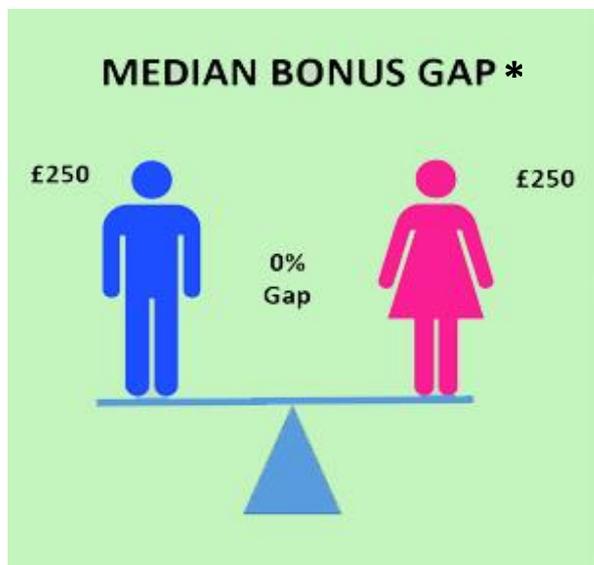
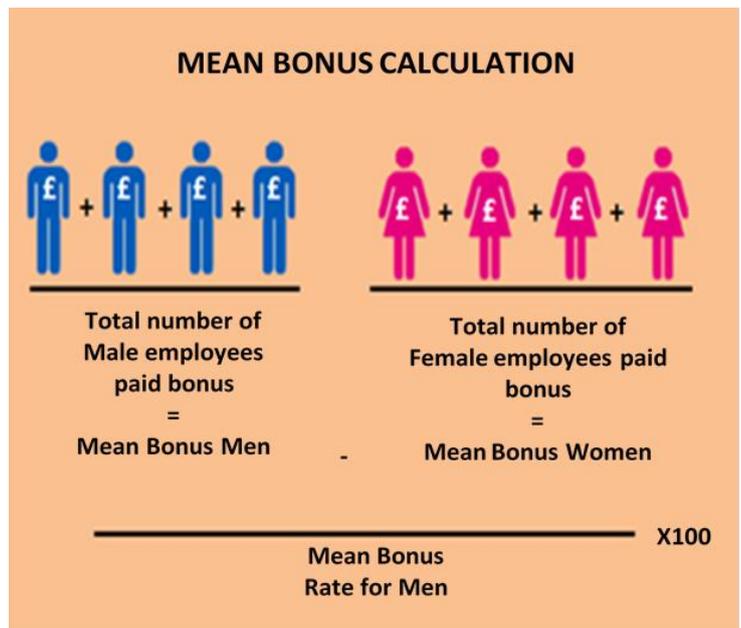
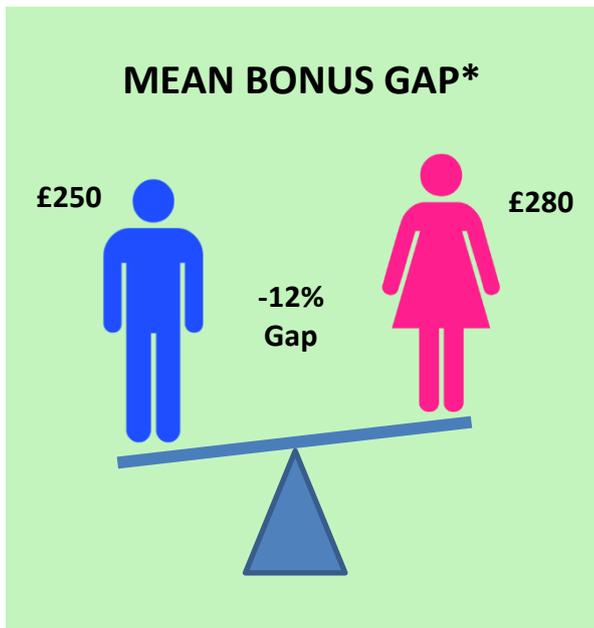
We are required to calculate and report the following gender pay gap data:

1. **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. **Mean bonus gap:** The difference between the mean bonus paid to male relevant employees and that paid to female relevant employees
4. **Median bonus gap:** The difference between the median bonus paid to male relevant employees and that paid to female relevant employees
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper middle and upper quartile pay bands



The Council's positive percentage pay gap (mean and median) means that women employed by the Council, on average receive a lower hourly pay rate than men employed by the Council. In 2020 our mean pay gap was 7.4% and it is now 7.3% and our median pay gap was 6.5% and is now 5.4%. There has been a continual decrease in both the mean and median gaps since the report in 2018.

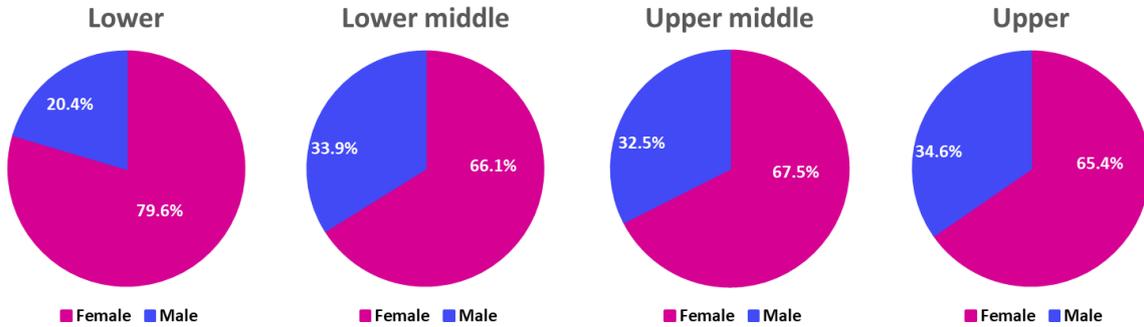
The Council does not have profit sharing, productivity, performance, incentives or commission. However, we do have long service awards for Grades C to P of £250 for 25 years and £400 for 40 years' service. These payments are the same for both male and female employees and can be taken as cash or goods.



10 women and 2 men have received a long service award. However, the Council's negative mean bonus gap is due to the fact that only 2 employees received a £400 award for 40 years' service and these were both women. The equal median figure is due to the fact that the middle point for both men and women is £250.

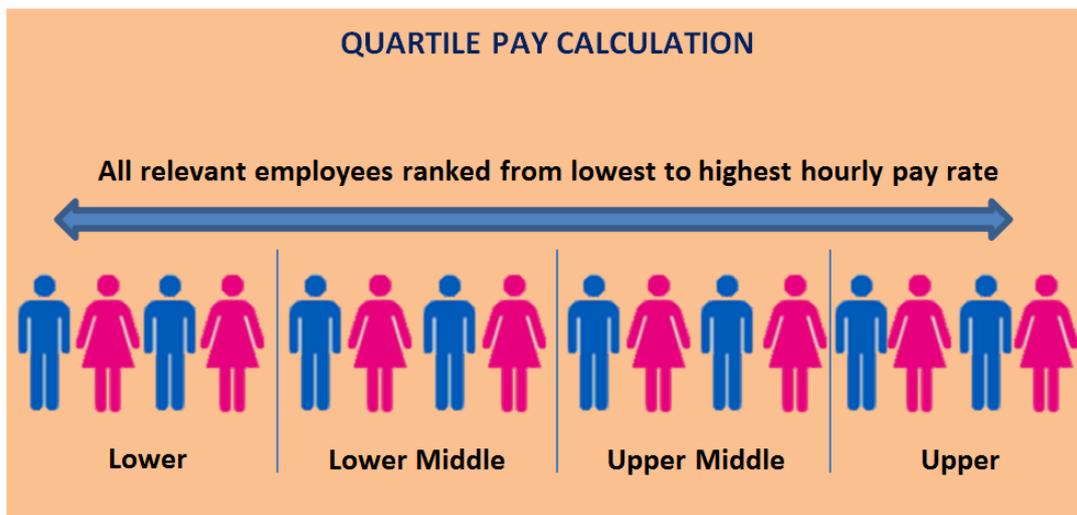
QUARTILE PAY BANDS

The data below shows the Council’s workforce divided into four equal sized groups based on calculated hourly pay rates. The lowest paid 25% of employees are the “lower” quartile and the highest paid 25% are the “upper” quartile. Our pay quartiles by gender are as follows:

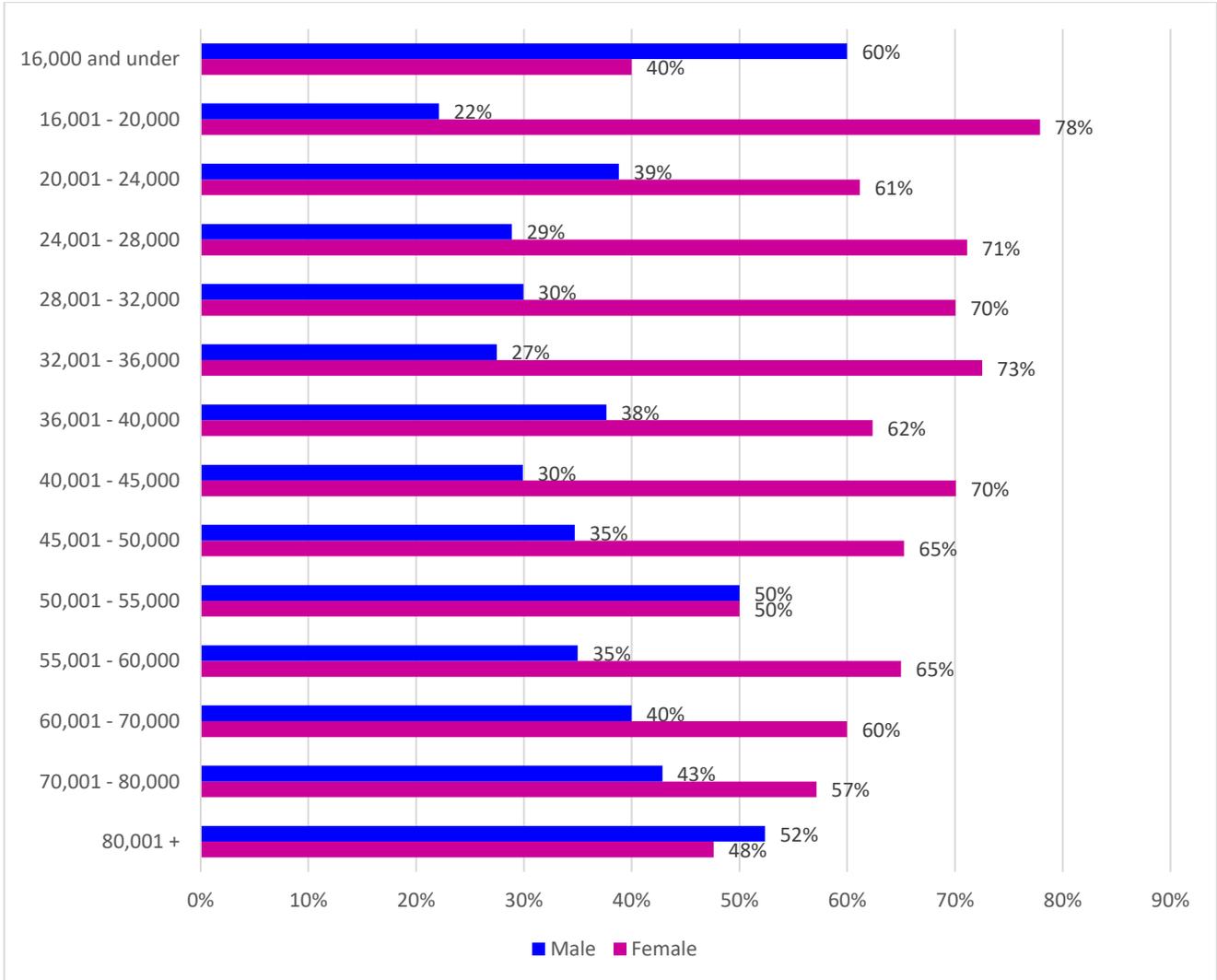


Quartile	Workforce		% In Quartile	
	Female	Male	Female	Male
Lower	625	160	79.6%	20.4%
Lower Middle	519	266	66.1%	33.9%
Upper Middle	530	255	67.5%	32.5%
Upper	513	272	65.4%	34.6%

In 2020 84% of the workforce in the lower quartile and 62.2% of the lower middle were female. This shows that there is a gradual upward shift of females from the lower quartile to the lower middle quartile in the Council. In addition, the upper quartile has increased slightly from 64.6% in 2020.



Additional Analysis of Workforce by Salary



The above salary brackets are based on Full Time Equivalent Salary

The graph above shows the Council's gender breakdown into salary ranges. It demonstrates that with the exception of the £16,000 and under salary and £80,001+ there are more females represented in every salary banding. There is a 50/50 split in the £50,001 - £55,000. In 2020 there was a 50/50 split in the £70,001 - £80,000 however, this range now has an increased number of females and the £80,001+ has increased from 41% females in 2020 to 48% in 2021. This not only reflects the general gender differences but also shows there are more highly paid females in the authority than last year. It also shows that females are well represented in all salary bandings.

Corporate Management Team



The Corporate Management Team structure detailed above came into effect from 1 August 2020. The Corporate Management Team has gender balance of 43% Female 57% Male.

What is causing our Gender Pay Gap?

The Council is committed to equal opportunities and equal treatment for all employees. Equal Pay legislation requires men and women to receive equal pay for; the same or broadly similar work, work rated as equivalent under a job evaluation scheme, or work of equal value. In line with this we have established pay and grading structures, founded on evaluation of job roles using job evaluation, which ensures a fair and transparent approach to pay and the same grading of jobs which are rated as equivalent work, regardless of their sex or any other characteristic.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The pay gap is as a result of the type of roles in which men and women work within the organisation and the salaries that these roles attract. The Council continues to have a predominately female workforce, many of which are part time, and this is partly due to the family friendly policies and the flexibility that is available within the Council.

Our gender pay gap shows that on average the hourly rate of pay for women is less than the average rate of pay for men. This is partly due to the fact that the Council has retained in-house services such as Catering and Cleaning and therefore has a larger proportion of female workers undertaking lower paid roles within Services including Cleaning, Catering, School Crossing Patrol, Administration and Community Transport. In the majority of cases these roles are also part-time in nature which accounts for a greater number of female part time workers. This is shown by the higher proportion of women employed in the Lower quartile of paid employment, compared to the Lower Middle, Upper Middle and Upper quartiles.

Whilst the Council does not pay bonus, productivity performance, incentives or commission we do have long service awards, the payments of which are the same for both male and female. The Council does have a negative mean bonus gap for 2021 due to the fact that only 2 employees received a £400 award for 40 years' service and these were both women.

Actions taken to reduce our Gender Pay Gap

The Council has already taken a number of steps which will contribute towards reductions in our Gender Pay Gap and in formulating these steps we have taken due regard of the Government Equalities Office document – “Reducing the gender pay gap and improving gender equality in organisations – Evidence-based actions for

employer". These steps include continuing work to support the development of our employees including a commitment to paying the Living Wage; increasing apprenticeship rates of pay and the implementation of NJC pay awards. We are also working to utilise the apprenticeship levy to support staff development opportunities and improve flexibility in working arrangements through smarter working. We are delighted to see that the changes are beginning to have an impact on the gender pay gap; the mean pay gap has reduced from 11.8% in 2018 to 9.3% in 2019 to 7.41% in 2020 and to 7.3% in 2021. The median pay gap has reduced from 10.9% in 2018 to 7.9% in 2019 to 6.48% in 2020 and to 5.43% in 2021. It is expected that this will further improve over the next year.

Supporting the Development of our Employees

The Council continues to support the development of our employees, offering a comprehensive training and development programme such as Leadership and Management.

SBC Culture Statement

Stockton-On-Tees Borough Council is an organisation where all staff are trusted, supported and valued to make a positive contribution at work. Where we never lose sight of the fact that we are here to serve the people of the borough. This means we want this to be a place where:

- Everyone's views and opinions are encouraged, heard and properly considered.
- We share responsibility for our own learning and development and are encouraged and supported to do so by others.
- We work hard and feel comfortable to suggest new ideas, ways of working and to take managed risks.
- We feel a strong sense of belonging to the whole Council and our skills, knowledge and experience are used to benefit the organisation as a whole.

This is a place where...

- We are valued, trusted and supported.
- We are heard.
- We take responsibility for our own development.
- We work hard
- We are not afraid to try something new
- We belong

The Living Wage

The Council is committed to paying our lowest paid employees (excluding apprentices) the National Living Wage and to move towards paying the "real" living wage.. As part of our commitment our lowest paid employees (excluding apprenticeships) we have removed the bottom 2 spinal column points on the NJC pay and grading structure and our pay scale starts at Grade C, spinal column point 3 at £9.62 per hour from 1 April 2020. This is above the National Living Wage which was £8.91 in April 2021. We are currently awaiting a decision on the 1 April 2021 pay award, and we recognise there will be challenges ahead to continue to meet the commitment to paying the real living wage.

Pay Awards

The recent NJC pay awards have seen greater increases for those on the lower grades and this has contributed to the positive impact on the gender pay gap. However, on 1 April 2020 all employees on NJC terms and conditions and those on Chief Executive and Chief Officer terms and conditions received an across the board 2.75% pay award and yet the gender gap has continued to reduce.

The pay award for 1 April 2021 has yet to be agreed however, it is expected to be the same increase for all employees on NJC terms and conditions at scp 3 and above but potentially a lower increase for those on Chief Officers terms and conditions. This may have a further positive impact on the gender pay gap for 2022.

Apprenticeship rates of pay

Since April 2016 apprentices within the Council have been paid at the National Minimum Wage relating to age instead of the National Apprentice Wage. The different rates of pay are outlined below:

Year	23 and over	21 to 23	25 and over	21 to 24	18 to 20	Under 18	Apprentice
April 2021 to March 2022	£8.91	£8.36	-	-	£6.56	£4.62	£4.30
April 2020 to March 2021			£8.72	£8.20	£6.45	£4.55	£4.15
April 2019 to March 2020			£8.21	£7.70	£6.15	£4.35	£3.90

Apprenticeship Levy

Legislation contained in the Finance Act 2016 introduced an apprenticeship levy payable by employers with pay bills over £3 million. The levy came into effect from 6 April 2017 and is paid at a rate of 0.5% of the Council's pay bill. The levy is being used to fund the cost of apprenticeship training for either new or existing employees.

The Council is continuing to utilise the apprenticeship levy to support training opportunities and succession planning opportunities for existing lower paid employees across the Council which will also contribute to our continuing work to support the development of women in the organisation.

The Council has had an Apprenticeship recruitment programme in 2019 however, the programme in 2020 and 2021 had to be reduced due to the pandemic. We have however continued to recruit to and support apprenticeships wherever possible.

Flexible Approach to Leave and Work Life Balance Policies

The Council's work life balance policies reflect our approach to managing attendance and our understanding of the pressures employees can be under at certain times. It is our view that this encourages and supports women in particular to work at the Council.

Flexible Working

Flexible Working, is helping the Council meet the key challenges of budget pressures, reducing workforce and increased demand for services that it is facing in the future. It provides methods for meeting these challenges through the modernisation of working practices and improvement of work environments and benefits for employees. There are many different ways in which an employee can work more flexibly; this will differ between job roles and services.

The Council's investment in laptops and tablets the majority of to office based staff has meant that during the pandemic we were able to work effectively at home or in other buildings as required.

Whilst this was essential during the various lockdowns that we have experienced, we believe that the flexibility this has given our staff has had a positive impact on recruitment and retention of our workforce and provides greater work life balance options for employees whilst still enabling us to meet customer needs, reduce costs, increase productivity and improve sustainability.

Other Actions and Reasons for the Change to our Gender Pay Gap

Whilst the pay award will have had a major impact on the reduction in our gender pay gap there has also been an increase in the number of women in senior management and Assistant Director roles. The information on salary banding on page 5 of this report shows the changes since the last report in 2020.

Signed

A handwritten signature in blue ink, appearing to read 'Beccy Brown', with a long horizontal flourish extending to the right.

Beccy Brown
Director of HR, Legal and Communications