







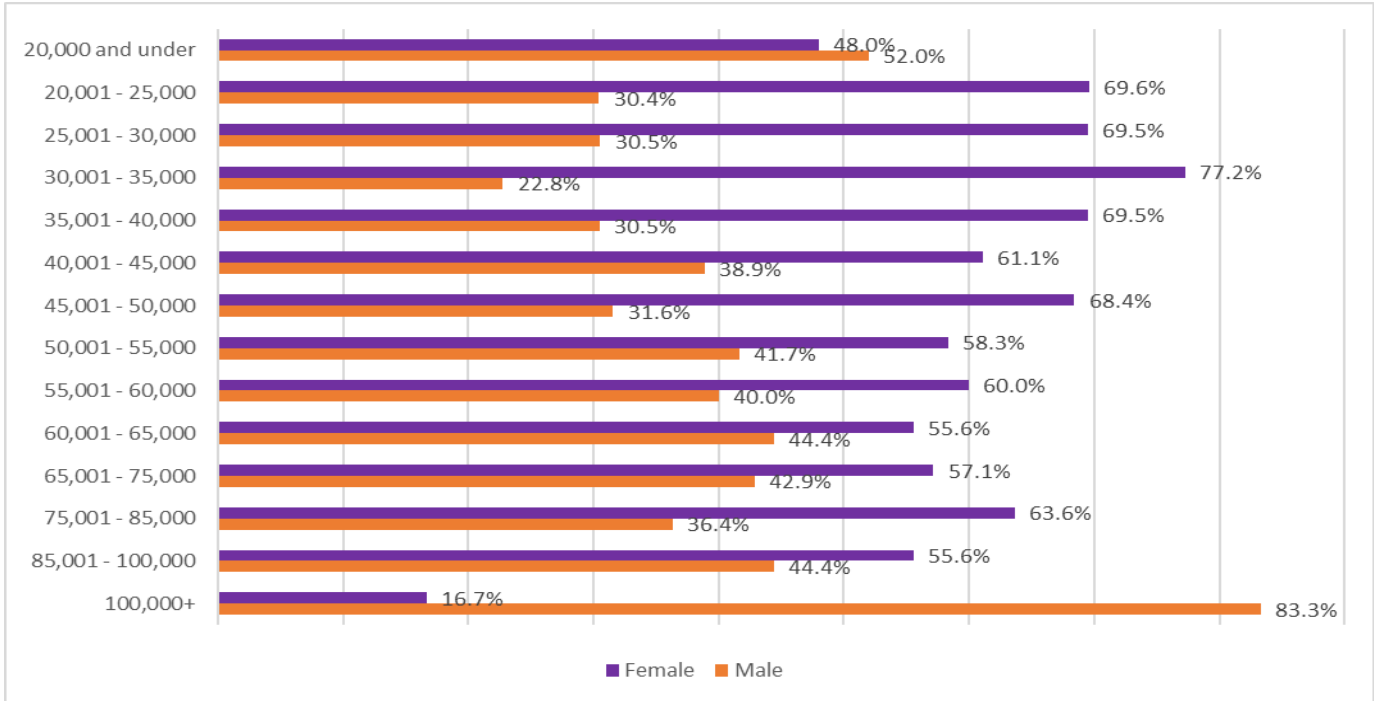








# Additional Analysis of Workforce by Salary



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 there are more females represented in every salary banding with the exception of the £20,000 and under, where there are slightly more males, and £100,00+, where there are significantly more males.

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 31 March 2023 Should



The Corporate Management Team structure detailed above was correct on 31<sup>st</sup> March 2023.



## 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.

## Actions taken to reduce our Gender Pay Gap

The Council has already taken a number of steps which 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 with many of our roles having the option to work remotely. We are delighted to see that the changes are having an impact on the gender pay gap. Since reporting started in 2018 the mean pay gap has more than halved from 11.8% to 5.01% in 2023, a 6.79% reduction. The median pay gap has reduced from 10.9% in 2018 to 0%, a reduction of 10.9%.

### **Pay Awards**

The reduction in the gender pay gap has been partly due to the fact that the 1 April 2022 pay award was a cash sum of £1,925 for all employees regardless of grade, pro rata for part time employees. This meant that full time employees on grade C were given the same pay award as the Chief Executive.

Looking forward to next years' Gender Pay Gap report, the 1 April 2023 pay award was a cash amount of £1,925 up to SCP 43 and a percentage increase of 3.88% from SCP 44 to 58. Chief Officers and the Chief Executive received a 3.5% pay award. The cash amount equates to 9.2% for those employees at grade C therefore we expect that the pay gap will further improve.

### **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 Apprenticeship programmes for current employees and 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. As part of our commitment, 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. On 1 April 2022 this was £10.79 per hour. This is above the National Living Wage which was £9.50 in April 2022 and £10.42 in April 2023. The 1 April 2023 pay award has increased all points up to SCP 43 by £1,925 which we expect will have a positive impact on the gender pay gap in 2024.

### **Apprenticeship Programme including Rates of Pay and Levy**

Since April 2016 apprentices within the Council undertaking a level 1,2 or 3 apprenticeships have been paid at the National Minimum Wage relating to age instead of the National Apprentice Wage. Those apprentices undertaking a level 4 apprenticeship or above are paid a minimum of grade C.

The different apprenticeship rates of pay are outlined below:

National Minimum Wage Rates of Pay								
Year	23 and over	25 and over	21 and over	21 to 22	21 to 24	18 to 20	Under 18	Apprentice
April 2024 to March 2025			£11.44			£8.60	£6.40	£6.40
April 2023 to March 2024	£10.42			£10.18		£7.49	£5.28	£5.28
April 2022 to March 2023	£9.50			£9.18		£6.83	£4.81	£4.81
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
April 2018 to March 2019		£7.83			£7.38	£5.90	£4.20	£3.70
April 2017 to March 2018		£7.50			£7.05	£5.60	£4.05	£3.50
October 2016 to March 2017		£7.20			£6.95	£5.55	£4.00	£3.40
April 2016 to September 2016		£7.20			£6.70	£5.30	£3.87	£3.30

You will note that the age bands for the NMW payments have changed in recent years.

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 continues to have an ambitious Apprenticeship recruitment programme with x Apprentices recruited in 2022 and x in 2023. We also continue to support apprenticeships wherever possible from within our current workforce.

### **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.

### **Smarter Working**

Smarter 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.

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 recent appointment of two female Directors, one who is replacing a male, will have a further positive impact on our gender pay gap in 2024/25.

Signed

A handwritten signature in black ink, appearing to read 'Ged Morton', written in a cursive style.

**Ged Morton**  
**Director of Corporate Services**