

# Gender pay gap



March 2022

Tewkesbury Borough Council

Employers in the UK with more than 250 staff are required by law to publish information showing the difference between what women earn as a group compared to what men earn as a group in a workplace. This is known as the gender pay gap.

Legally Tewkesbury Borough Council is not required to publish gender pay gap information. This is because the council employs fewer than 250 staff. However, we are committed to operating within the spirit of the legislation governing gender pay reporting and therefore publish our gender pay gap information.

## Pay and job evaluation in the council

Pay within the council is determined using a pre-determined pay scale and two formal job evaluation schemes, one for the main payscale, and one for senior managers. This helps to eliminate unconscious gender-based bias on pay. The council also publishes an annual pay policy statement governing how we deal with pay for employees, and this clear structure around pay also helps to limit the opportunity for unconscious bias to influence pay.

## Gender split in the council

On 31 March 2022 (the relevant 'snapshot date') the council employed 216 employees. Of this total

 **152** were female  
(70.4%)

 **64** were male  
(29.6%)

## Gender pay results 2022:

### How the mean and median rates are calculated (as per government guidance)

The mean hourly rate is the average hourly wage across the entire organisation - so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle - so the median gender pay gap is the difference between women's median hourly wage (the middle paid female employee) and men's median hourly wage (the middle paid male employee)

### Mean

Women's hourly rate  
= **13.2% lower** than for men

Down from **16%** in 2021  
(ie the **position has improved**  
for the council in terms of  
reducing the gender pay gap)

### Median

Women's hourly rate  
= **3.97% lower** than for men

Down from **5%** in 2021  
(ie the **position has improved**  
for the council in terms of  
reducing the gender pay gap)



## Quartile Bands

The below table shows the gender split across the hierarchy of the council, where employees are ranked by salary then divided into four equal quartiles.

Quartile	Male	Female
Lower	25.93%	74.07%
Lower Middle	25.93%	74.07%
Upper Middle	22.22%	77.78%
Upper	44.44%	55.56%

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## Mean Hourly Rate

Women's mean hourly rate is **13.2% lower** than men's mean hourly rate in the council.

In other words when comparing mean hourly rates, women earn £16.80 per hour on average compared with £19.36 per hour on average for men.

## Median Hourly Rate

Women's median hourly rate is **3.97% lower** than men's mean hourly rate in the council.

In other words when comparing median hourly rates, women earn £15.86 per hour compared with men who earn £16.52 per hour.



## Narrative

The difference between the median and mean pay for men and women is largely driven by the distribution of male and female employees within the quartiles. There has been a continued positive closing in the mean pay gap to 13.2% compared with 16% and also in the median pay gap to 3.9% compared to 5% as at 31st March 2021.

This is a positive result in comparison with national averages. The ONS reported the national (median) gender pay gap in 2021 was 15.4%, so the council's reported 3.9% median is significantly better. However, there remains room for improvement.

Whilst the gender split in the general population is broadly 50%-50% between men and women, it is noticeable that men are under-represented across all quartiles, especially the lower three. 74% of employees in the lower quartile are female, compared to 55.56% in the upper quartile. The higher representation of men at the upper quartile compared with their significantly lower representation in all other quartiles, is one of the factors driving our gender pay gap.

Tewkesbury Borough Council experiences significant fluctuations in our pay gap because we are a small organisation, and small changes in our employee profile have a significant impact. In particular the council acknowledges that the 2023 management team restructure is likely to strongly impact on our gender pay gap. This is due to the small size of the council and limited number of people in our upper quartile, but the exact impact will be unclear until recruitment into all senior manager posts is completed.

The data highlights two main issues in relation to the gender split across our workforce.

1. Men tend to be underrepresented across the three lower quartiles (a split of around three quarters female to one quarter male) which suggests that not enough men are seeing the council as an employer of choice earlier in their careers.
2. The balance at the upper quartile is much more evenly split between the genders, which is positive. However, given the gender balance in all other quartiles, this also suggests that the council needs to assure itself that there are no unconscious barriers to women operating at the highest levels in the council and that we continue to develop female talent.

The council remains committed to equality, including gender equality and has included action to support this commitment in its Workforce Development Strategy 2019-24. Tewkesbury Borough Council actively encourages a healthy work life balance and was awarded the Enhanced level certificate for Healthy workplaces in 2022 and promotes a flexible working approach across the council with hybrid working arrangements. The council continues to build on the benefits that this offers.

The council has updated our recruitment processes ensuring a gender neutral approach with name blind external recruitment and ensures inclusivity, fairness and consistency for all roles and support equality in the workforce as a disability confident employer.