

# North Tyneside Council Gender Pay Gap Report

31<sup>st</sup> March 2023



North  
Tyneside  
Council

## Introduction

North Tyneside Council is committed to reducing its gender pay gap. In addition to publishing our gender pay gap figures, as part of our statutory obligation, we have produced a narrative and action plan to supplement the data to demonstrate how we are working to reduce our gender pay gap which is a snapshot taken on 31st March 2023.

The figures are produced in line with government guidance and based on a snapshot taken of employees on the 31st of March each year. We are required to report and publish the following data:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median (mid-point) gender pay gap using hourly pay

*Note: Gender pay gap reporting is also required to include bonus pay gap reporting, however North Tyneside Council does not pay bonuses*

Taking a 'snapshot' of this data on set dates creates a level playing field for all reporting organisations. However, it masks the fluidity of gender pay gaps, which fluctuate from month to month and across pay quartiles depending on changes to headcount.

## Some Definitions

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Mean and median gender pay gap figures are based on a comparison of men and women's hourly pay irrespective of grade, which means that the gap shows the difference in the average pay between all men and women in the organisation.

- The mean figure is the percentage difference between the mean average hourly rates of men and women's pay
- The median figure is the percentage difference between the midpoints in the ranges of men and women's pay

## Gender Pay Gap – 31 March 2023

On the 31 March 2023 the mean gender pay gap was 0.33%, in favour of male employees and the median gender pay gap was 0.14% in favour of female employees.

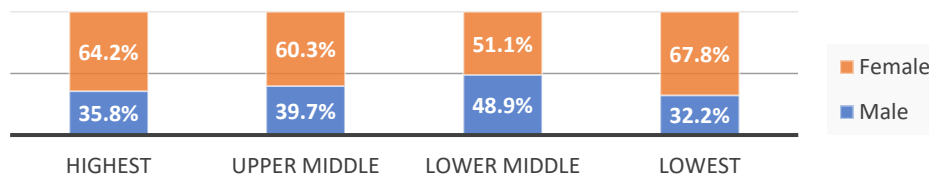
This year's figures show a decrease in the mean gender pay gap from last year (4.94% in 2022) and a slight increase in the median gender pay gap in favour of female employees (0.00% in 2022).

The summary below is the overall NTC picture using 'raw' data and is made up of an average of basic pay and allowances.



Pay for men and women within North Tyneside is close for both the mean average and the median point.

This suggests that the average male employee is paid 5p per hour more than their female counterpart. The mean calculation is "highly influenced by those values at the upper end of the distribution" (Source: ONS) and as such may not be truly representative of a typical employee's average earnings. The median figure may miss any pronounced differences at the extremes of highest and lowest earners which is why we compare by quartile.



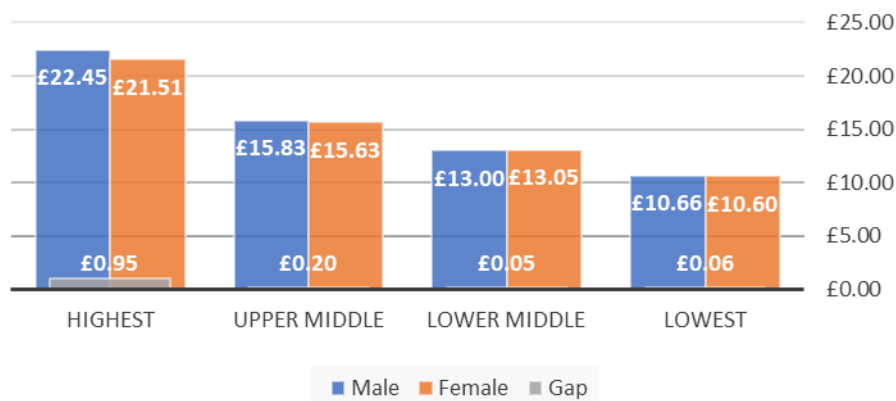
There are more female employees in all four quartiles. Male employees are least represented within the lowest quartile (4).

## What are we doing about the Gender Pay Gap?

One of the key actions set out last year was to develop, monitor, and scrutinise our data. Since last year we have reviewed our data and made improvements in pay reporting to capture more elements, reflecting in real terms the financial recompense of our employees.

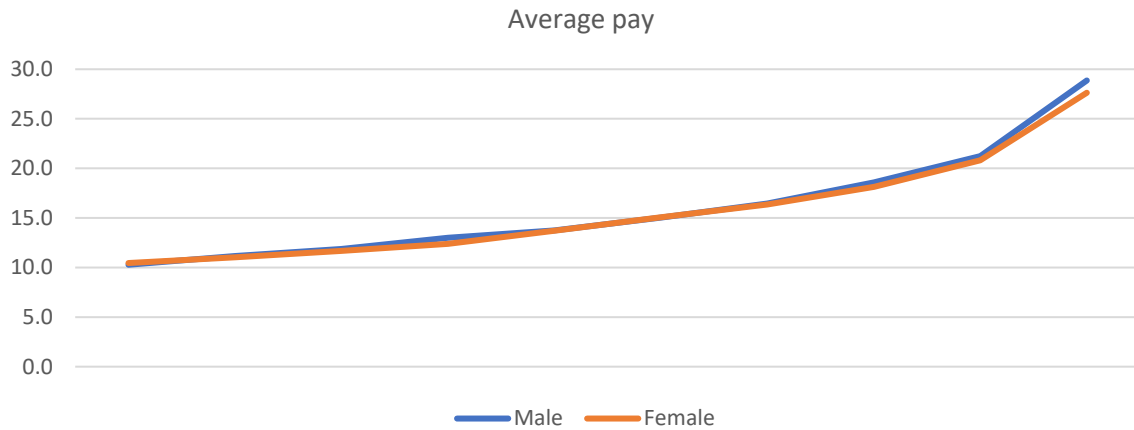
For example, our data gives us the amounts paid and hours worked, and we now have 'additional hours worked' data. This means all employees can be included using their standard (fixed) hourly rate plus enhancements based on their actual FTE. This also now includes those on reduced pay due to unpaid leave, maternity leave etc. This provides their **true** hourly rate for the purposes of the calculation. We could not include this previously due to limitations in our data collection.

As a result, this year the mean is closer for male and female employees. The median remains close to previous reporting periods at near zero too. This suggests a healthy position without a significant gender pay gap. We do need to remain diligent and ensure that planned activity or future decisions do not create a gap and that we continue to analyse and identify any outliers of significance.



Looking at the median pay split by each quartile it shows the gap between male and female employee pay grows to almost a £1 in the top quartile, indicating a steeper curve to higher pay for male employees.

This is highlighted in the table below, demonstrating how closely matched male and female average pay is but that there is a higher ceiling for male colleagues: -



The Gender Pay Gap analysis for 2022 outlined the median gender pay gap as 0.00% and the mean gender pay gap was at 4.94%.

**Over the last 12 months**, the following activities have taken place that have influenced the reported mean Gender Pay Gap for 2023 reducing to 0.33% and the gap between median points to 0.14% in favour of female employees.

We have made improvements in data capture, management, and analysis in relation to pay and hours worked, which has allowed us to report the gender pay gap more accurately, as we have now included all pay information. This has impacted positively on the pay gap.

We processed the agreed pay award resulting in the average hourly wage increasing by over £1 and the median pay for all employees increasing by almost £2 due to the weighting for lower paid employees.

We have introduced initiatives to improve recruitment and retention of female colleagues, such as: -

**Recruitment** - we have proactively worked with colleges and schools to support females to secure work experience in male dominated services, such as trades. We have worked with Tyne Coast College to encourage female representation within trade apprenticeships which are traditionally dominated by male candidates. We have updated our apprenticeship material to reflect females in trade roles and continue to use our people in attraction material. We also guarantee that females who apply for apprenticeships across our Trade areas and meet the minimum criteria are given an interview.

**Leave Options guidance**, giving greater support to informal and formal arrangements for carers, a responsibility that more often falls on female employees.

## **Action Plan**

Our ambition remains to drive a culture of equal opportunity for recruitment, promotion, and development.

### **Data Analysis and reporting**

- We will roll out electronic timesheets to continue to improve accurate data
- We are working to embed gender breakdowns in all data reporting including recruitment, promotions, and HR measures alongside other sets of equality data
- We will continue to develop, monitor and scrutinise our data, ahead of a new HR system implementation in 2025.

### **Transparency**

- We will share the gender pay gap data with the Corporate Equality Group to increase transparency and accountability and work with our Staff Network Groups, most notably the Gender Equity Network.

### **Recruitment**

- We will improve our data collection, analysis and reporting when reviewing our recruitment pipeline of candidates and work to address any inequalities.

### **Positive Activity**

- We will proactively work to increase membership to our Gender Equity Staff Network group, in particular male colleagues to ensure equality of voices when reviewing the Gender Pay Gap report and network activities.
- We will continue to work on an external engagement strategy to improve candidate attraction for roles across the organisation, ensuring inclusion is central to our key messaging.
- We will continue to work with our internal and external networks to improve the recruitment and retention of females into traditional male job roles and vice versa.