



North Tyneside Council

Gender Pay Gap Report

31st March 2024



North
Tyneside
Council

Introduction

North Tyneside Council is committed to tracking and publishing the gender pay gap figures as part of our statutory obligations. In addition, we have produced this narrative and action plan to supplement and demonstrate our understanding of the value in maintaining as small a pay gap as possible.

The figures are produced in line with latest 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 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.

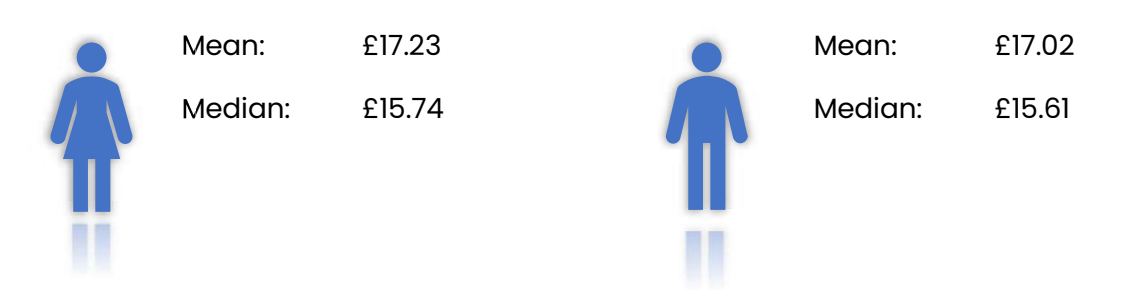
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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 2024

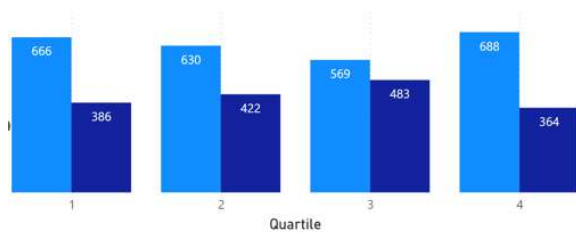
On the 31 March 2024 the mean gender pay gap was 1.2%, in favour of female employees and the median gender pay gap was 0.8% in favour of female employees. In contrast with the dynamic most organisations contend with, NTC is on average paying female staff more than male staff. This aligns with the direction of travel for the organisation in recent years. Based on an average of basic pay and allowances, there is a 21p difference for the mean average pay and 13p difference for the median pay.



For both genders the difference between Mean and Median is significant, 8% for male staff and 9% for female staff. This suggests in both cases that there are outliers in the extreme upper end driving pay up, with the mean more influenced as the mean calculation is “highly influenced by those values at the upper end of the distribution” (Source: ONS). Most staff are paid below the mean, but the pay skews up significantly as you move closer to the highest paid. This means that there is a chance some high paid individuals of either gender could significantly impact the mean average if they were to depart or are recruited/promoted, and therefore the median is more representative as a measure. As the median calculation misses pronounced difference at the extremes of high and low end pay it is better to compare by quartile.

Quartile Split by Gender

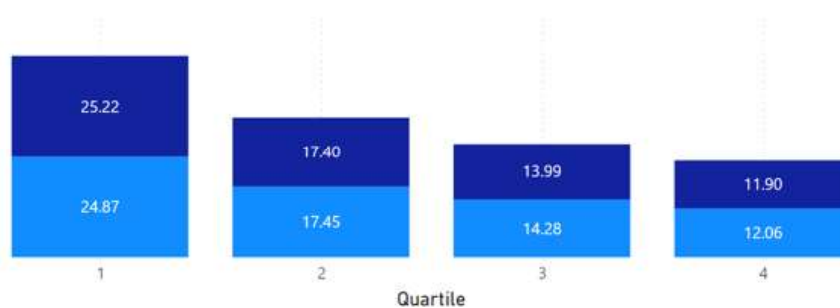
GENDER ● Female ● Male



Gender Pay Gap by Quartile

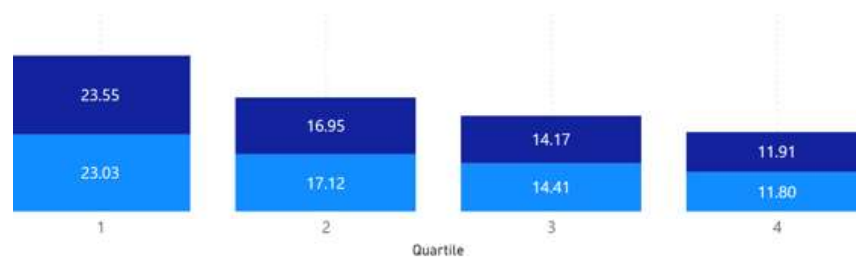
Quartile Split by Gender and Average Pay

GENDER ● Female ● Male



Quartile Split by Gender and Median Pay

SENDER ● Female ● Male



While the amounts differ, for both mean and median across the quartiles the relative difference between male and female pay is similar except for the lowest quartile.

For mean pay, female pay outstrips male pay in all quarters apart from the highest paid quartile which is still better paid for male staff.

Median shows a similar position. The highest paid quartile shows male staff are paid more. The lowest quartile has a higher median pay for male staff than female. At the two extremes the gap is in favour of male staff, for the top quartile this can be impacted by high individual wages skewing more within a smaller grouping.

Overall, the suggestion is that while on average within NTC female staff are paid more than the male staff, the highest pay for male staff is higher than that of female staff and the lowest pay for male staff is also higher than female staff.

Over the last 12 months, the following activities have taken place that may have influenced the reported Gender Pay Gap for 2024:

We have continued to make improvements to data collection, management and analysis, allowing us to maintain accurate gender pay gap reporting.

We agreed and processed a pay award settlement that has had the result of pay increasing on average by £1.29 and the median pay increasing by £1.24.

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 implement a new HR and Payroll system that gives greater access and opportunity for our staff to inform us of their equality information.
- The new system will enable us to review and improve our data reporting with in-built pay gap analysis.
- We will be streamlining processes which will increase accuracy in reporting via the new system.

- We will continue to embed gender breakdowns in all data reporting including recruitment, promotions, and HR measures alongside other sets of equality data

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.