



December 2020



**Redcar & Cleveland**

**Borough Council**

# Gender Pay Gap report March 2020

**this is Redcar & Cleveland**

## Background

In November 2020, the Office for National Statistics published the national gender pay gap which was 15.5% for all employees. This means that the average pay for men was 15.5% more than the average pay for women. The Government believes that although the gap has been decreasing, progress has not been quick enough. The Government also believes that improving the visibility of the pay gap will help to speed up progress. It now requires all companies and public bodies which employ 250 people or more to publish information about the pay and how it is distributed between men and women.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all public bodies to publish the following:

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
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
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay
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

Although public bodies do not have a duty to publish a written statement alongside the gender pay gap information, Redcar and Cleveland has published the information in this report because it is good practice to do so, and to demonstrate that it is a fair and inclusive employer, committed to all employees in terms of access and opportunities.

Redcar and Cleveland will also include the gender pay gap information in its [Pay Policy Statement](#) for 2021.

This report concerns the gender pay gap and should not be confused with an equal pay audit which establishes whether men and women in the same job, or doing work of equal value, are paid the same. The gender pay gap compares the pay of men and women in all jobs within the Council and shows whether there are any limits to career progression for women.

The Council implemented the Job Evaluation Scheme in 2003 which ensures that men and women doing the same job are paid the same rate.

## Gender pay gap figures

Mean gender pay gap
-3.0%
On average, women are paid very slightly more than men.

Median gender pay gap
-7.7%
On average, women are paid slightly more than men.

Mean bonus gap
This figure is not applicable as Redcar and Cleveland does not pay bonuses

Median bonus gap
This figure is not applicable as Redcar and Cleveland does not pay bonuses

Bonus proportions
These figures are not applicable as Redcar and Cleveland does not pay bonuses

Quartile pay bands		
Quartile	Female	Male
Top quartile	67.4%	32.6%
Upper middle quarter	70.6%	29.4%
Lower middle quarter	53.6%	46.4%
Bottom quartile	67.5%	32.5%
All employees	64.8%	35.2%
Women outnumber men in all four quartiles		

## Narrative

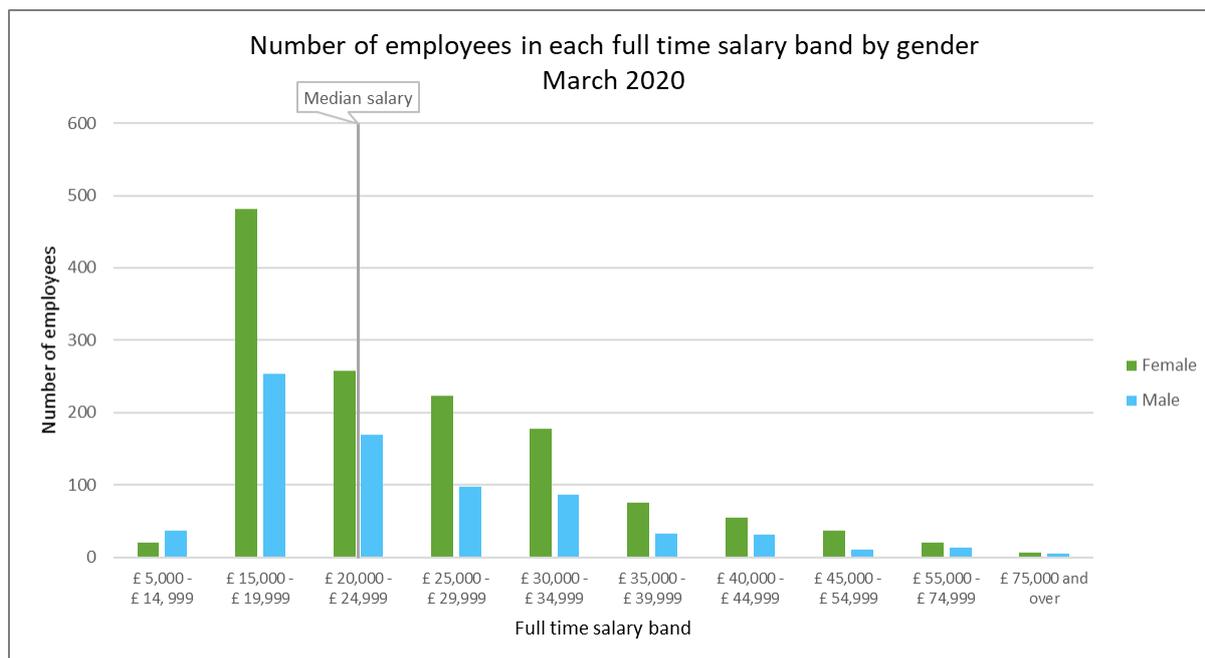
The mean and median gender pay gap figures show that Redcar and Cleveland had a gender pay gap in favour of women in March 2020.

The quartile figures show that nearly twice as many women as men work for the Council overall. They also show that there are more women than men in all four quartiles. As there are twice as many women as men in the top two quartiles, it can be seen that women in Redcar and Cleveland have opportunities to take up managerial and senior managerial positions. This is further demonstrated by three of the highest positions in the Council being held by women,

including the Corporate Director of Children and Families and the Corporate Director for Growth, Enterprise and Environment. Further evidence can be seen in the gender breakdown of recruitment in 2019-20. The graph below shows that more women have been recruited to the Council in all pay bands.



The graph below shows the distribution of men and women in the workforce in March 2020. In all except one pay band women outnumber men, demonstrating the success that Redcar and Cleveland has had in promoting and recruiting women into managerial and senior managerial positions.



## Actions

Where a gender pay gap is identified, employers are encouraged to publish details of the actions they intend to take in an effort to address that position. As can be seen from this information, the Council does have a gender pay gap which favours women, and the position at each quartile is broadly in-line with the general gender split across the Council's workforce, save for some degree of disparity in the lower middle quartile.

While acknowledging that the gap has increased, we need to bear in mind that, with it still being relatively small, it is difficult to identify any specific underlying issues. Having undertaken some initial analysis, this has not revealed any specific areas for action. Therefore, we will monitor the position and undertake more detailed analysis over the current year with a view to being in a position to provide an action plan then should the gap still be increasing at that point.