



**Redcar & Cleveland
Borough Council**

Gender Pay Gap report March **2021**

this is Redcar & Cleveland

Background

In October 2021, the Office for National Statistics published the national gender pay gap which was 15.4% for all employees. This means that the average pay for men was 15.4% 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
-0.7%
Average pay for women is very slightly more than for men.

Median gender pay gap
-10.5%
Average pay for women is somewhat more than for 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

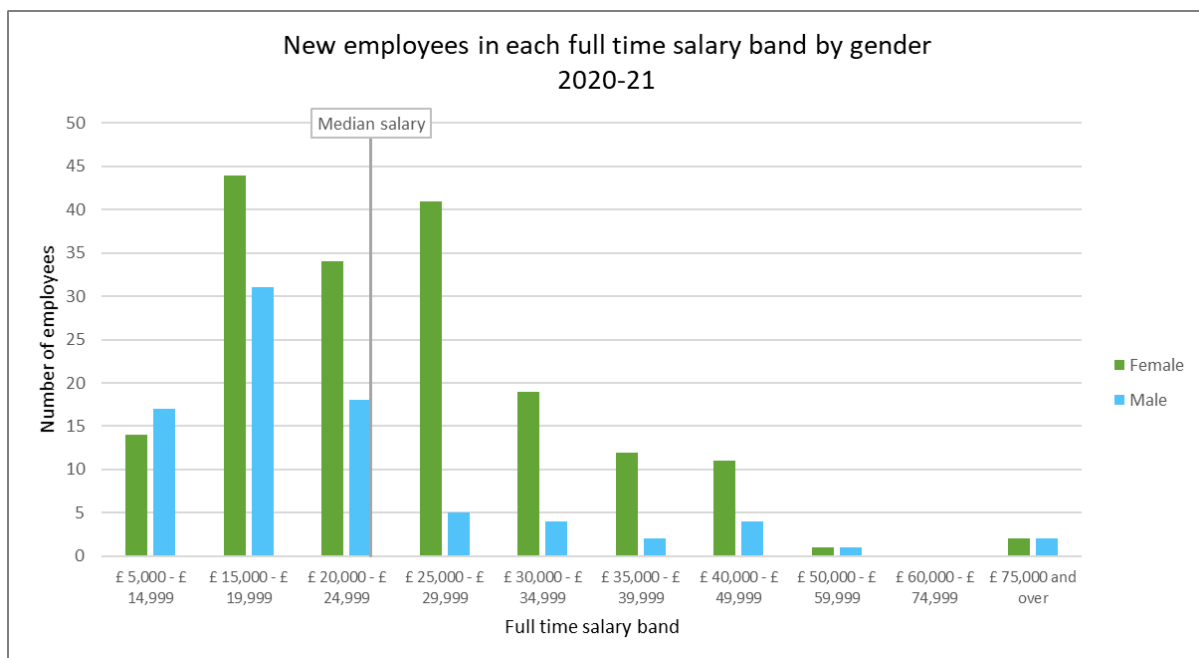
Quartile pay bands		
Quartile	Female	Male
Top quartile	69.2%	30.8%
Upper middle quarter	69.7%	30.3%
Lower middle quarter	58.3%	41.7%
Bottom quartile	63.8%	36.2%
All employees	65.3%	34.7%
Women outnumber men in all four quartiles		

Narrative

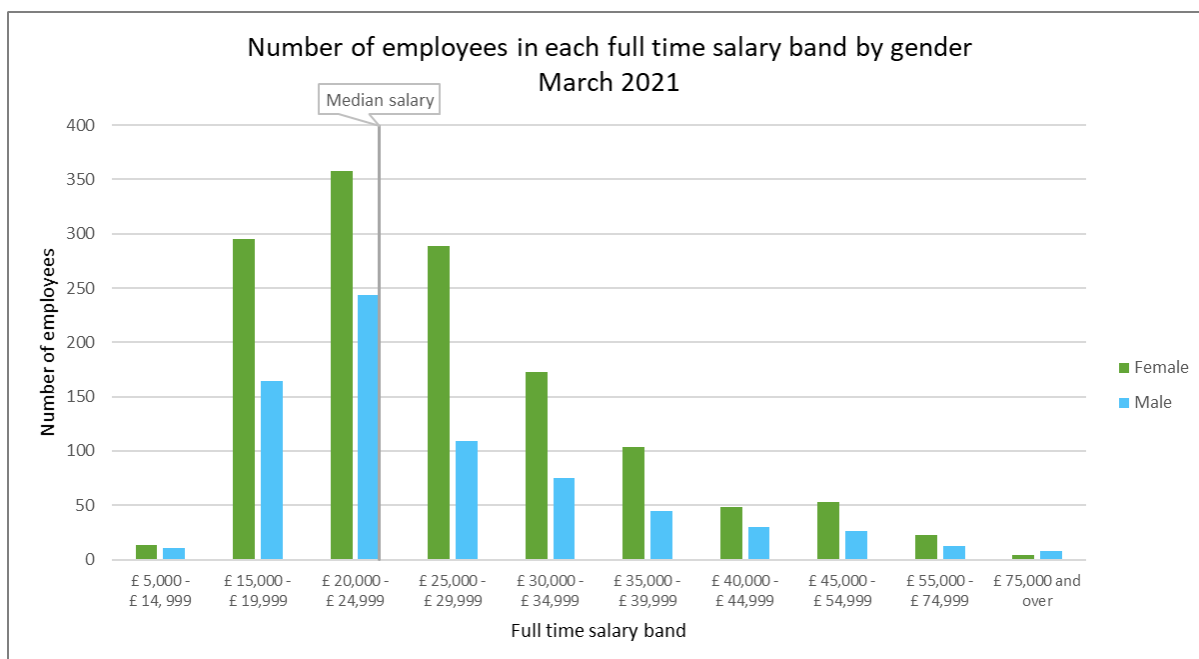
The mean and median gender pay gap figures show that Redcar and Cleveland had a gender pay gap in favour of women in March 2021.

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 more than 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 the highest position in the Council being held by a woman is the

Corporate Director of Children and Families. Further evidence can be seen in the gender breakdown of recruitment in 2020-21. 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 2021. 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.

The gap in favour of women has continued the upward trend since reporting began in 2017. Until now, the gap has been relatively small and it has been difficult to identify any specific underlying issues. Although we have undertaken more analysis, this has not revealed any specific areas for action, other than to highlight that roles in some particular areas of the workforce tend to be filled almost exclusively by either male or female applicants. That being the case, the proposals for action in response to this are as follows, although these actions will be given further consideration/consultation as appropriate as additional information comes to light:

- We will take pro-active measures to try and ensure that we receive applications from both male and female candidates in respect of all roles;
- We will identify those roles which generally tend to be occupied predominately by one sex and, in those cases, take more focussed actions to attract candidates of both sexes;
- In developing these measures, we will consult with the Council's Equality Diversity and Inclusion group and consider relevant external guidance/advice to ensure such measures are taken on an informed basis;
- We will periodically measure the impact of these measures and, in particular, consider the effect such measures have on the gender pay gap when it is calculated for the next financial year. However, it is anticipated that the effect of these measures is likely to be medium to long term.