

Equal Pay Audit



Contents

- Introduction 3
- Background 3
- What does the audit cover?..... 3
- Equal Pay Audit 4
- Methodology and Data Collection 5
 - Definitions of Mean and Median 5
- Workforce Composition 6
- Gender Pay Gap Analysis – All employees on all terms and conditions 7
 - Gender Pay Gap Analysis - Craft and Associated employees (red book)..... 8
 - Gender Pay Gap Analysis - Chief Officer Terms and conditions 8
 - Gender Pay Gap Analysis – Headteachers 8
 - Gender Pay Gap Analysis – Green book terms and conditions (Single Status pay table)..... 9
- Full and Part time Staff 13
- Disability Analysis 16
- Ethnicity Analysis 18
- Sexual Orientation 19
- Religion 20
- Conclusions 21
 - What have we done as a result of the last Equal Pay Audit? 21
- Next Steps 22

Introduction

Flintshire County Council supports the principle of equal pay for equal work of equal value and recognises that there should be a pay and grading structure which is free from bias and based on objective criteria. The Councils Principal Terms and Conditions for staff were harmonised under the Single Status Agreement of 1997, which was implemented in June 2014, following the undertaking of a full job evaluation exercise within the Council. Job evaluation is a systematic way of determining the value/worth of a job compared to other jobs within an organisation. All (green book) jobs were evaluated using the GLPC (Greater London Provincial Committee) Job Evaluation Scheme.

This is the second Equal Pay Audit that Flintshire County Council has undertaken since the implementation of the Single Status Agreement. A data extract from the Councils payroll system iTrent was taken on 31st March 2017. The equal pay audit from 2016 had a big focus on our employees who were employed on green book terms and conditions (single status pay table), as we used the system “equal pay reviewer” to carry out the analysis. This year, we are carrying out a manual analysis focusing on **all** employees within the organisation across the full range of terms and conditions.

Background

The Equality Act gives a right to equal pay for equal work. Employers are responsible for providing equal pay and for ensuring that the pay systems are transparent. The Equality and Human Rights commission code of practice recommends equal pay reviews as the most appropriate method of ensuring that a pay system delivers equal pay free from discrimination.

What does the audit cover?

The report contains the following:

A Gender Pay Audit

This is a broad analysis of how pay rates are distributed by gender across Flintshire County Council. The gender pay gap is defined as the difference between the average male and female pay rates.

This analysis does not look at whether there are differences in pay for men and women in equivalent posts and so the results will be affected by differences in the gender composition across our various professional groups and job levels. Gender pay reporting does not take into consideration the difference in size of roles

either. Reporting the total gender pay gap of an organisation reveals the difference in the level of roles performed by men and women. A gender pay gap may be indicative of talent management and diversity issues, reflecting higher proportions of female employees in less senior roles and/or employed in roles which are valued lower in the market.

Equal Pay Audit

An Equal Pay Audit involves the specific comparison of the pay of male and female colleagues in equivalent roles, investigating the causes of any pay gaps by gender, ethnicity, disability or working pattern and planning to close any gaps that cannot be justified on grounds other than one of those characteristics.

There are a number of benefits of conducting an Equal Pay Audit:

- Identifying, explaining and, where justifiable eliminating pay inequalities.
- Supporting rational, fair and transparent pay arrangements.
- Demonstrating to employees a commitment to equality.
- Demonstrating the Councils values to external stakeholders.
- Helping to meet the public sector equality duty.

The Gender Pay Gap

The gender pay gap refers to the difference between men's pay and women's pay as a percentage of men's pay. If the gender pay gap is 15% then women, on average, earn 15% less than men. Gender pay gaps can be either positive or negative, with a negative gender pay gap indicating that women earn, on average more than men. Gender pay gaps are an important element in analysing and monitoring progress on equal pay both nationally and within organisations.

The current gender pay gap in the UK, based on median hourly earnings excluding overtime for full time workers is 14.1% (mean) or 9.1% (median). The gap for all employees (full and part time) is 17.4% (mean) or 18.4% (median). This data is from the ONS Annual Survey of Hours and Earnings (2017).

Methodology and Data Collection

The Equality and Human Rights Commission guidelines for undertaking Equal Pay Audits has been followed and the data has been analysed using the definitions and methodologies advocated in national guidelines.

The data was extracted from the Councils HR and Payroll system "iTrent" on 31st March 2017. Relief workers were not included in the data extract, however temporary employees have been included this year (which accounts for the increase in occupied positions between this audit and 2016). Data was analysed for all employees irrespective of their terms and conditions to provide an overall gender pay gap, with further analysis focusing on certain groups of employees.

Analysis of this data has been undertaken to consider the following:

- Workforce composition including male, female, BME (black minority ethnic) and disability.
- Average male/female pay gap across pay grades.
- Distribution of males/females across pay grades.
- Distribution of full and part time workers across pay grades.
- Gender profile of full and part workers.

The gender pay gap is calculated using the mean and median salaries of female employees expressed as a percentage of the mean and median salaries of male employees doing work of equal value. 'Salary' is the full time equivalent salary.

Definitions of Mean and Median

Mean – a measure of the average which is derived by summing values for a given sample, and then dividing the sum by the number of observations in the sample. In earnings the mean can be disproportionately influenced by a relatively small number of high paying jobs.

Median – the value below which 50% of all jobs fall. This is less affected by a small number of very high earners. This therefore gives a better indication of typical pay than the mean.

Workforce Composition

From the data extract taken on 31st March 2017, the Council has 7829 (occupied positions). This is not a head count number as a significant number of our employees hold multiple positions across the organisation.

Table 1: Workforce Composition

Females	% Females	Males	% Males
6077	77.6%	1752	22.4%

Total Workforce Demographic



Gender Pay Gap Analysis – All employees on all terms and conditions

There are 7829 permanent occupied positions (staff records) for employees of Flintshire County Council across the full range of terms and conditions of employment. This is not a head count number as a significant number of our employees hold multiple positions across the organisation.

The table below provides a breakdown of all terms and conditions, gender numbers and the average salaries for each group.

Table 2: Average Salary for Males and Females on different terms and conditions

Pay table	Female		Male		Overall		
	Count	Average Salary	Count	Average Salary	Gender Pay Gap	Total Employees	Total FTE salary (average)
Chief Officers/Chief Executive	2	£77,770.33	9	£91,123.18	14.7%	11	88695.39273
Craft & Associated Employees	3	£16,972.37	111	£22,352.90	24.1%	114	22211.30272
Head Teachers	117	£52,681.36	78	£54,554.26	3.4%	195	53430.51795
Local Rates	1	£65,000.00	2	£60,000.00	-8.3%	3	61666.66667
National Trainees	10	£12,154.53	15	£11,897.30	-2.2%	25	12000.1944
NJC Local Government Workers	2	£23,511.50	0		n/a	2	23511.5
Occupational Health Nurses	3	£35,831.33	1	£35,225.00	-1.7%	4	35679.75
Single Status Pay Scale (2014)	4863	£19,038.45	1183	£23,385.79	18.6%	6046	19889.07823
Soulbury/Y&C Officers/Ed. Psychos	14	£51,126.57	3	£54,253.33	5.8%	17	51678.35294
Teachers - Basic Scale	960	£34,741.17	280	£34,720.50	-0.1%	1240	34736.50081
Teachers - Unqualified (Assimilated)	12	£22,683.33	18	£24,651.22	8.0%	30	23864.06667
Theatr Clwyd Pay Scale	28	£21,051.25	26	£23,235.50	9.4%	54	22102.92593
Unison Pay Structure	1	£20,000.00	0		n/a	1	20000
Youth Workers	61	£20,636.69	26	£21,490.96	4.0%	87	20891.98851
Grand Total	6077	£22,297.68	1752	£26,853.14	16.96%	7829	23317.11313

Overall the average salary for women across all Grades and Terms and Conditions is **£22,297** and the average salary for men across all Grades and Terms and Conditions is **£26,853**, giving an **overall** Gender Pay Gap of **16.96%**. This is using the **mean** method of calculating average pay.

Using the **median method**, the average salary for men across all Grades and terms and conditions is **£22,467** and the average salary for females across all Grades and Terms and conditions is **£17,169**, giving an overall gender pay gap of **23.6%**.

As you can see from the data in the table, the biggest gender pay gaps are in Chief Officers, Craft and Associated employees (red book) and the Single Status pay table (green book). This gender pay gap is attributable to the unequal distribution of males and females within the group. This report will therefore analyse data from these areas in more detail.

Gender Pay Gap Analysis - Craft and Associated employees (red book)

As you can see from the table the highest gender pay gap is within this area. Having drilled down into the data, we can see that the number of females employed on these terms and conditions has increased from 1 in 2016 to 3 in 2017. This is following a drive to encourage more females to take up roles within this traditionally male dominated area (building trades). Out of the 3 females employed in this area, one is fully qualified and is on the same salary as male equivalents. The other 2 females are new apprentices and are therefore on a training rate of pay. There are a number of male equivalents also on the training rate of pay, however it is far more prevalent on the average pay within the female group due to comparatively high numbers of males employed in this area compared to females.

Gender Pay Gap Analysis - Chief Officer Terms and conditions

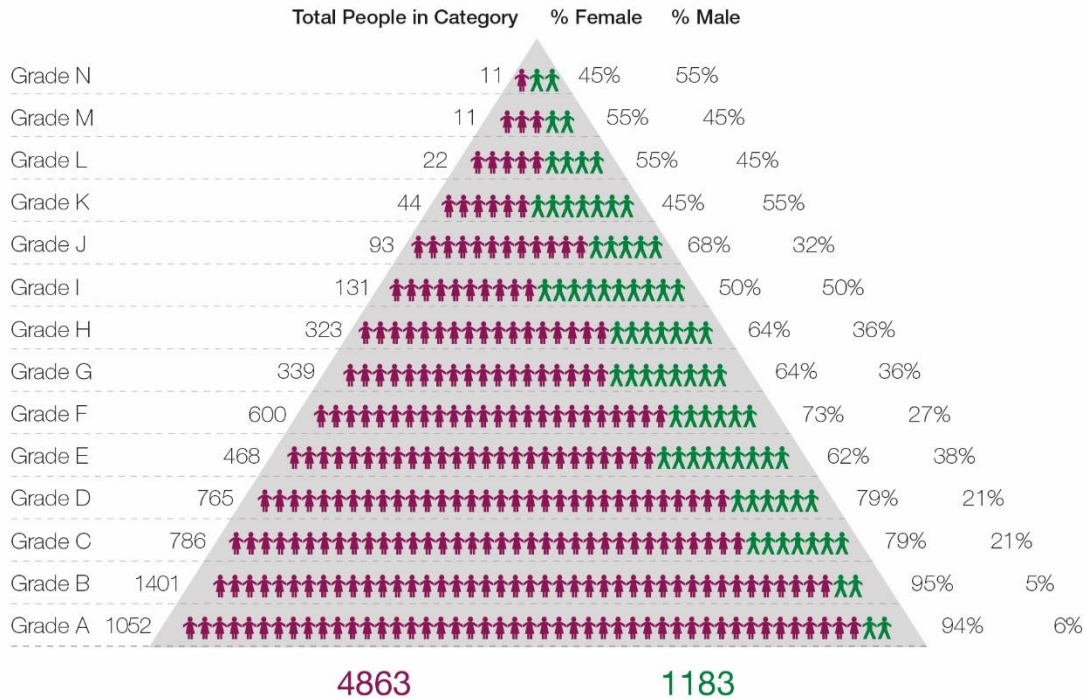
The data confirms a pay gap of 14.7% within this area. The data shows there only two females within this group, compared to 9 males. The imbalance of average salary within this group is as a result of interim arrangements, which affects one of the females within this group.

Gender Pay Gap Analysis – Headteachers Pay table (including Deputy and Assistant Headteachers)

This data refers to Headteachers, Deputy Headteachers and Assistant Headteachers. The data confirms that there is a higher number of female headteachers (117) as opposed to male (78), however a gender pay gap of 3.4%. Whilst this is not a significant gap, it does warrant further investigation due to the gender balance within this area. Having reviewed this, the data confirms that there is a high volume of female head teachers employed as a head of a primary school. The headteachers pay scale, offers higher salaries for head teachers of larger schools and secondary schools. The small gender pay gap is therefore attributable to a higher volume of male headteachers within secondary schools and a higher number of female headteachers within smaller primary schools.

Gender Pay Gap Analysis – Green book terms and conditions (Single Status pay table)

The majority of our employees, are working under Green book terms and conditions (single status pay table) and their roles have been evaluated using the GLPC method of Job Evaluation (6048 records).



Overall the average salary for women across all Single Status Grades (Grade A to Grade N) is **£19,038** and the average salary for males across all grades is **£23,385** giving an overall gender pay gap of **18.6%**.

Table 3: Distribution of Male and Females employees by Grade including Average Basic Salary

Grade	Female			Male			Total	
	Number	Average FTE Salary	Average Hourly Rate	Number	Average FTE Salary	Average Hourly Rate	Gender Pay Gap	Total Count of Gender
SS Grade A	989	15121.05	7.84	63	15135.49	7.85	0.1%	1052
SS Grade B	1329	16021.58	8.30	72	15964.50	8.27	-0.4%	1401
SS Grade C	618	16976.70	8.80	168	16732.97	8.67	-1.5%	786
SS Grade D	607	18038.88	9.35	158	18144.94	9.41	0.6%	765
SS Grade E	290	19924.63	10.33	178	20058.24	10.40	0.7%	468
SS Grade F	437	22648.29	11.74	163	22478.13	11.65	-0.8%	600
SS Grade G	216	28241.75	14.64	123	28164.03	14.60	-0.3%	339
SS Grade H	206	31311.93	16.23	117	31314.25	16.23	0.0%	323
SS Grade I	65	35529.82	18.42	66	35601.85	18.45	0.2%	131
SS Grade J	63	38348.11	19.88	30	38325.83	19.87	-0.1%	93
SS Grade K	20	41310.40	21.41	24	41352.25	21.43	0.1%	44
SS Grade L	12	46766.25	24.24	10	46791.70	24.25	0.1%	22
SS Grade M	6	48753.00	25.27	5	49434.00	25.62	1.4%	11
SS Grade N	5	52366.60	27.14	6	52514.83	27.22	0.3%	11
Total	4863	19038.00		1183	23385.00		18.6%	6046

Overall Proportional Pay Gap



This is a typical gender profile for a large County Council that comprises large groups of female dominant roles. A number of observations can be made about the data presented in the table. Firstly, the mean salaries for men and women are relatively similar within each grade. Whilst mean male salaries within a grade are generally higher (Grade A, D, E, I, K, L, M, N), this is by less than 1.4% in almost all grades (mostly under 0.7%). Mean female salaries are higher in some grades (Grade B, C, F, G, J), with the highest pay gap being 1.5% in Grade C.

This data provides reassurance that the Council's **job evaluation scheme** and the processes within it are robust and meet equality requirements.

The clustering of male employees on higher grades and female employees on lower and middle grades has a significant impact on the gender pay gap.

There is no evidence that the gender pay gap is attributable to direct or indirect unfair discrimination in our processes or decision making. Possible reasons for the pay gap could be:

- The labour market experience of women; length and breaks in employment.
- Female self-selection for part time work.
- Elements of occupational segregation.

Common causes of occupational segregation, including vertical segregation, are gender stereotyping (attitudes which stereotype roles which males and females should have in society), inflexible working (women with children struggle to find work commensurate with their skills, abilities and aspirations, that they can balance with childcare and other caring responsibilities) and recruitment practices (the way jobs are advertised and recruitment processes).

Research to date has uncovered a range of important issues that contribute or are related to the gender pay gap. A significant review of the gender pay gap by UK Government Equalities office concludes that the most important factor influencing the gender pay gap is the effects of interruptions to employment and the lack of 'good' part time work. These findings are supported by numerous studies.

Despite significant equal pay initiatives in local government and the health sector, there has been little progress in closing the gender pay gap in the public sector, which currently stands at 17.7%¹. Part of the lack of progress in the gender pay gap in the public sector is explained by the lack of representation of females in senior management roles in the sector. Women represent 53% of all employees in the civil service, but occupy only 33% of senior management roles.

Table 4: Mean Gender Pay Gap

	Public Sector	Private Sector
All employees	17.7%	21.1%
Full Time	14.3%	17.1%
Part Time	28.7%	4.5%

Source: ONS Annual Survey of Hours and Earnings 2017.

¹ Source ONS Annual Survey of Hours and Earnings 2017

Women are considerably more likely to be in health and social work and education sectors than men, who are more likely to be in manufacturing, construction and transport (horizontal segregation). Traditionally, health, social work and education tends to be delivered by the public sector. Accordingly, women are significantly more likely to work for a public sector employer. According to the EHRC, 40% of women work in the public sector compared to only 15% of men. This is quite significant for Flintshire County Council, with the gender distribution of the workforce being 77.6% women.

Full and Part time Staff

Table 5: Distribution of Male and Female by Basis

	Female		Male		Totals		
	Number	Average of FTE Salary	Number	Average of FTE Salary	Total	Total Average of FTE Salary	Pay Gaps
Full Time	1776	£30,450.68	1372	£28,652.37	3148	£29,666.92	-6.28%
Full Time Term Time	107	£22,158.69	20	£20,723.98	127	£21,932.75	-6.92%
No Basis	2	£28,414.00	1	£17,547.00	3	£24,791.67	-61.93%
Part Time	1893	£21,544.42	232	£22,159.17	2125	£21,611.54	2.77%
Part Time Term Time	2299	£16,620.78	127	£17,029.09	2426	£16,642.16	2.40%
Grand Total	6077	£22,297.68	1752	£26,853.14	7829	£23,317.11	16.96%

A comparison between the earnings of full-time employees and part-time employees has been calculated across all terms and conditions within the Council.

The pay gap between a full time males salary (average £28,658.37) against a part time females salary (average £22,159.17) is **32.99%**. There is a positive gender pay gap between full time females and full time males of 6.28% meaning full time females earn on average 6.28% more than full time males.

The proportion of females in part time work and the quality of part time work available in the UK are closely associated with its relatively high gender pay gap in comparison to international standards. Around 1 in 5 jobs in the UK is part time, but 4 in 10 females work in part time employment – these proportions have remained constant since the early 1990's.

While opportunities for part time work in the UK has increased rapidly, there are concerns about the quality of these jobs, particularly pay, career progression, training and other conditions of employment.

In shifting to part time work, women are also likely to downgrade their occupational status due to lack of suitable part time opportunities that fit their skill set. Research has found that a third of female corporate managers move to a lower skill occupation after having a child with two thirds of these moving into clerical work.

Table 6: Part time and Full Time analysis by Grade and average FTE salary (Green book terms and conditions)

Grade	Female										Male										Overall	
	Full Time		Full Time Term Time		Part Time		Part Time Term Time				Full Time		Full Time Term Time		Part Time		Part Time Term Time				Overall Total	Overall Average FTE Salary
	No	Average of FTE Salary	No	Average of FTE Salary	No	Average of FTE Salary	No	Average of FTE Salary	Total Females	Total FTE Salary	No	Average of FTE Salary	No	Average of FTE Salary	No	Average of FTE Salary	No	Average of FTE Salary	Total Males	Total FTE Salary		
SS Grade A	9	£15,043.00	1	£14,771.00	354	£15,180.66	625	£15,088.97	989	£15,121.05					23	£15,155.17	40	£15,124.18	63	£15,135.49	1052	£15,121.91
SS Grade B	33	£16,010.88	9	£16,039.00	278	£16,104.90	1009	£15,998.82	1329	£16,021.58	12	£16,191.00	2	£15,507.00	29	£16,058.59	29	£15,808.24	72	£15,964.50	1401	£16,018.65
SS Grade C	108	£16,891.42	15	£16,920.47	313	£16,980.97	182	£17,024.60	618	£16,976.70	99	£16,526.29	6	£17,006.00	49	£17,008.73	14	£17,112.29	168	£16,732.97	786	£16,924.61
SS Grade D	135	£18,152.22	13	£17,834.46	231	£18,081.10	228	£17,944.47	607	£18,040.32	135	£18,238.72			8	£17,851.50	15	£17,457.40	158	£18,144.94	765	£18,061.92
SS Grade E	91	£20,052.93	1	£18,672.00	117	£19,987.38	81	£19,705.32	290	£19,924.63	140	£20,170.80	1	£20,456.00	32	£19,571.81	5	£19,940.00	178	£20,058.24	468	£19,975.45
SS Grade F	161	£22,862.41	43	£22,274.14	99	£23,021.91	134	£22,235.07	437	£22,648.29	139	£22,496.03	6	£22,685.00	10	£22,609.50	8	£21,847.88	163	£22,478.13	600	£22,602.07
SS Grade G	130	£28,195.76	15	£27,805.47	66	£28,472.71	5	£27,697.60	216	£28,241.75	101	£28,115.69	3	£27,622.67	16	£28,511.31	3	£28,480.67	123	£28,164.03	339	£28,213.55
SS Grade H	144	£31,285.88	2	£32,165.00	59	£31,396.03	1	£29,854.00	206	£31,319.01	110	£31,320.98	1	£31,288.00	6	£31,195.17			117	£31,314.25	323	£31,317.28
SS Grade I	55	£35,457.78			10	£35,926.00			65	£35,529.82	62	£35,580.94			4	£35,926.00			66	£35,601.85	131	£35,566.11
SS Grade J	47	£38,316.19	6	£38,325.83	9	£38,584.11	1	£37,858.00	63	£38,348.11	29	£38,309.83			1	£38,790.00			30	£38,325.83	93	£38,340.92
SS Grade K	17	£41,268.35			3	£41,548.67			20	£41,310.40	24	£41,352.25							24	£41,352.25	44	£41,333.23
SS Grade L	8	£46,667.00			4	£46,964.75			12	£46,766.25	9	£46,941.00			1	£45,448.00			10	£46,791.70	22	£46,777.82
SS Grade M	6	£48,753.00							6	£48,753.00	4	£49,174.75			1	£50,471.00			5	£49,434.00	11	£49,062.55
SS Grade N	5	£52,366.60							5	£52,366.60	6	£52,514.83							6	£52,514.83	11	£52,447.45
Grand Total	949	£25,284.65	105	£22,215.28	1543	£18,607.37	2266	£16,568.87	4863	£19,038.45	870	£25,025.50	19	£21,251.16	180	£19,803.70	114	£16,883.89	1183	£23,385.79	6046	£19,889.08

Table 7: Full and Part Time analysis – percentage of male and female by basis and grade

	Female										Male										Overall	
	Full Time		Full Time Term		Part Time		Part Time Term Time		Total Females		Full Time		Full Time Term Time		Part Time		Part Time Term Time		Total Males		Overall	
Grade	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	Total	Overall %
SS Grade A	9	0.15%	1	0.02%	354	5.86%	625	10.34%	989	16.36%	0	0.00%	0	0.00%	23	0.38%	40	0.66%	63	1.04%	1052	17.40%
SS Grade B	33	0.55%	9	0.15%	278	4.60%	1009	16.69%	1329	21.98%	12	0.20%	2	0.03%	29	0.48%	29	0.48%	72	1.19%	1401	23.17%
SS Grade C	108	1.79%	15	0.25%	313	5.18%	182	3.01%	618	10.22%	99	1.64%	6	0.10%	49	0.81%	14	0.23%	168	2.78%	786	13.00%
SS Grade D	135	2.23%	13	0.22%	231	3.82%	228	3.77%	607	10.04%	135	2.23%	0	0.00%	8	0.13%	15	0.25%	158	2.61%	765	12.65%
SS Grade E	91	1.51%	1	0.02%	117	1.94%	81	1.34%	290	4.80%	140	2.32%	1	0.02%	32	0.53%	5	0.08%	178	2.94%	468	7.74%
SS Grade F	161	2.66%	43	0.71%	99	1.64%	134	2.22%	437	7.23%	139	2.30%	6	0.10%	10	0.17%	8	0.13%	163	2.70%	600	9.92%
SS Grade G	130	2.15%	15	0.25%	66	1.09%	5	0.08%	216	3.57%	101	1.67%	3	0.05%	16	0.26%	3	0.05%	123	2.03%	339	5.61%
SS Grade H	144	2.38%	2	0.03%	59	0.98%	1	0.02%	206	3.41%	110	1.82%	1	0.02%	6	0.10%	0	0.00%	117	1.94%	323	5.34%
SS Grade I	55	0.91%	0	0.00%	10	0.17%	0	0.00%	65	1.08%	62	1.03%	0	0.00%	4	0.07%	0	0.00%	66	1.09%	131	2.17%
SS Grade J	47	0.78%	6	0.10%	9	0.15%	1	0.02%	63	1.04%	29	0.48%	0	0.00%	1	0.02%	0	0.00%	30	0.50%	93	1.54%
SS Grade K	17	0.28%	0	0.00%	3	0.05%	0	0.00%	20	0.33%	24	0.40%	0	0.00%	0	0.00%	0	0.00%	24	0.40%	44	0.73%
SS Grade L	8	0.13%	0	0.00%	4	0.07%	0	0.00%	12	0.20%	9	0.15%	0	0.00%	1	0.02%	0	0.00%	10	0.17%	22	0.36%
SS Grade M	6	0.10%	0	0.00%	0	0.00%	0	0.00%	6	0.10%	4	0.07%	0	0.00%	1	0.02%	0	0.00%	5	0.08%	11	0.18%
SS Grade N	5	0.08%	0	0.00%	0	0.00%	0	0.00%	5	0.08%	6	0.10%	0	0.00%	0	0.00%	0	0.00%	6	0.10%	11	0.18%
Grand Total	949	15.70%	105	1.74%	1543	25.52%	2266	37.48%	4863	80.43%	870	14.39%	19	0.31%	180	2.98%	114	1.89%	1183	19.57%	6046	100.00%

This table demonstrates vertical and horizontal segregation between males and females across the grades within the Authority. Out of all the employees (male and female) on Green Book terms and conditions, the highest percentage of employees are part time and term time in Grade B and female (16.7%). Out of the 19.57% that are male, 14.39% are full time. Out of the total population 63% are female and part time and 4.87% are male and part time. Out of the full population 53.57% of employees are in Grade A, B and C. This demonstrates some of our OD principles with a flatter structure with less layers and levels.

Disability Analysis

Table 8: Disability analysis of all employees

	Number	Percentage	Average FTE salary
Disabled	153	1.95%	£24,023.92
Not Disabled	4596	58.86%	£23,870.01
Prefer not to say or undisclosed	3080	39.19%	£22,456.88

** Note: It has not been possible to produce a meaningful view of a grade-by-grade comparison and of occupational segregation due to low numbers, as noted above.*

There are a significant numbers of employees who have not declared their disability status or for whom this status is not known, and this makes it difficult to undertake a robust analysis of pay by disability status. Out of the 7829 records across all Council employees, 153 (1.95%) have disclosed a disability, 4596 (58.86%) have registered not disabled and 3080 (39.19%) have not disclosed any information in relation to a disability.

There is a +1.0% mean pay gap between all employees across the Council with a registered disability and those who have declared themselves as not disabled. This means the average salary of a disabled person is on average 1% higher than a non-disabled person. This data however is not considered to be robust due to the high proportion of employees who have not declared information on disability.

All employees are encouraged to utilise the employee self-service on the HR system to disclose information in relation to protected characteristics, and on-going work within this area will continue.

Disability in the Single Status Pay Table Group

No significant pay gaps were found when the basic pay of staff known to be disabled and staff known as not being disabled in the same pay grade were reviewed. A positive pay gap was actually found in Grades A, B, E, F, G, H, I and N with an overall positive pay gap of -8.89%. The distribution of disabled and non-disabled is broadly similar.

Table 9: Distribution of Disabled and non-disabled employees at each grade

	Not Disabled		Disabled		Pay Gap
Row Labels	Numbers	Average of FTE Salary	Numbers	Average of FTE Salary	
SS Grade A	582	£15,173.09	14	£15,219.21	-
SS Grade B	702	£16,066.30	21	£16,108.33	-
SS Grade C	474	£16,985.78	17	£16,868.82	0.689%
SS Grade D	469	£18,148.14	15	£18,021.87	0.696%
SS Grade E	326	£19,978.64	10	£19,996.00	-
SS Grade F	416	£22,725.03	14	£23,300.93	-
SS Grade G	255	£28,268.57	11	£28,656.73	1.373%
SS Grade H	243	£31,322.31	15	£31,606.27	-
SS Grade I	104	£35,571.85	4	£35,926.00	0.996%
SS Grade J	78	£38,432.95	4	£38,093.75	-
SS Grade K	33	£41,346.79	6	£41,393.33	0.113%
SS Grade L	19	£46,795.53	0	n/a	
SS Grade M	10	£49,179.40	0	n/a	
SS Grade N	10	£52,511.30	0	n/a	
Grand Total	3721	£20,807.90	131	£22,659.33	8.898%

The sample of staff known to be disabled within Flintshire County Council is too small to allow a robust detailed analysis of average basic pay of disabled and non-disabled staff in the same pay grade. However, the pay gap does not appear to be significant in any of the grades.

Ethnicity Analysis

Table 10: Ethnic Profile for all Employees of Flintshire County Council

Row Labels	Number of Employees	% of employees	Average of FTE Salary
African	2	0.03%	£32,890.00
Any Other Asian Background	6	0.08%	£15,428.33
Any Other Background	3	0.04%	£16,602.67
Any Other Chinese Background	1	0.01%	£29,034.00
Any Other Mixed Background	3	0.04%	£27,864.67
Any Other White Background	3	0.04%	£24,082.33
Caribbean	1	0.01%	£56,511.00
Chinese	2	0.03%	£31,092.50
Indian	2	0.03%	£15,714.50
Prefer Not To Say	24	0.31%	£28,102.79
White And Asian	3	0.04%	£21,372.67
White And Black Caribbean	1	0.01%	£16,191.00
White British	1157	14.78%	£23,485.46
White British English	1284	16.40%	£23,693.59
White British Other	15	0.19%	£24,497.73
White British Scottish	32	0.41%	£23,881.28
White British Welsh	2365	30.21%	£24,181.17
White Irish	16	0.20%	£26,067.69
White Other	40	0.51%	£21,640.68
(blank)	2869	36.65%	£22,326.13
Grand Total	7829	100.00%	£23,317.11

There are significant numbers of staff who have chosen not to disclose their ethnicity or who have not provided any information on their ethnic origin (36.96%), and this makes it difficult to undertake a robust analysis of pay by ethnicity.

4909 have disclosed their ethnicity as “white” (62.7%) and 27 employees have disclosed their ethnicity as BME (Black or Minority Ethnic) (0.34%). Please note the ethnic profile of Flintshire County is 98.5% white (2011 census – office for national statistics).

Table 11: Distribution of Ethnicity across green book grades including average salary and pay gap

	BME Numbers	Average Salary (BME)	White Numbers	Average Salary (White)	Ethnicity Pay Gap	Number (Prefer not to say)	Average Salary (prefer not to say)	Numbers Blank	Average Salary (blank)	
SS Grade A	6	£15,159.10	619	£15,134.10	-0.17%	0	n/a	427	£15,050.98	
SS Grade B	4	£16,077.00	763	£16,089.53	0.08%	0	n/a	634	£15,948.87	
SS Grade C	2	£16,680.00	500	£17,015.32	1.97%	1	£17,169.00	283	£16,817.94	
SS Grade D	2	£18,110.00	503	£18,073.35	-0.20%	2	£18,110.00	259	£17,913.47	
SS Grade E	0	£0.00	346	£19,808.11	n/a	2	£19,564.00	120	£19,966.28	
SS Grade F	2	£22,840.50	439	£22,872.27	0.14%	4	£22,121.50	155	£22,218.26	
SS Grade G	3	£28,176.00	265	£27,892.03	-1.02%	6	£28,051.67	65	£27,964.46	
SS Grade H	2	£30,571.00	265	£31,232.17	2.12%	2	£32,165.00	55	£31,198.19	
SS Grade I	2	£35,061.00	113	£35,448.44	1.09%	4	£35,926.00	12	£35,424.17	
SS Grade J	0	£0.00	80	£38,416.05	n/a	0	n/a	13	£37,933.92	
SS Grade K	0	£0.00	38	£41,289.73	n/a	1	£40,620.00	5	£41,358.00	
SS Grade L	0	£0.00	19	£46,911.33	n/a	0	n/a	3	£46,665.67	
SS Grade M	0	£0.00	10	£49,610.28	n/a	0	n/a	1	£47,894.00	
SS Grade N	0	£0.00	11	£52,101.63	n/a	0	n/a	0	n/a	
TOTALS	23	£21,120.52	3971	£20,798.55	-1.55%	22	£27,180.32	2032	£18,017.00	6048

Our analysis of the average basic pay earned by white and BME staff shows that overall, BME staff earn 1.55% more average basic pay than white staff employed by Flintshire County Council.

The ethnicity profile has the employee population on green book terms and conditions has shifted slightly from 2016 with an increase in BME employees from 12 in 2016 to 23 in 2017. This however could be attributable to the inclusion of temporary and fixed term employees in the data this year, and also that the Council has ran a campaign over the past 12 months to improve diversity data within our systems. It is however acknowledged that this is an on-going issue with 37% of employees not declaring their ethnicity.

Our analysis of the average basic pay earned by staff known to be BME or white in the same grade, found the pay gap to be generally negligible.

Sexual Orientation

The proportion of the total population of employees who have declared their sexual orientation as heterosexual is 32.49%. 0.54% have declared themselves as bisexual/gay/lesbian and 2% have preferred not to say and for 65% of the population, sexual orientation is unknown. The data that the Council holds on Sexual Orientation is not sufficiently robust to report on pay gaps.

Religion

The proportion of the total population of employees who have declared their religion or belief as Christian is 30.07%, and 0.13% have declared another religion or belief (Buddhist, Hindu, Jewish, Muslim or Sikh). 12.5% reported they have no religion and 2.06% prefer not to say and for 54.07% religion or belief is unknown. The data which the Council holds on religion is not sufficiently robust to report on pay gaps.

Conclusions

Gender – Our biggest challenge remains Occupational Segregation, When we look across the Council as a whole, women are more heavily concentrated in lower paid roles and in particular kinds of roles.

We examine equal pay as part of our legal requirements and also to address any issues surrounding Occupational Segregation, which we understand as the concentration of men and women:

- *In different kinds of jobs (horizontal segregation).*
- *In different grades (vertical segregation).*

Occupational segregation is one of the barriers which prevents women and men fulfilling their potential in the labour market, and consequently contributes to the pay gap. Women tend to be concentrated in lower paid jobs, such as caring, catering, cleaning, clerical, etc) and the lower grades within the organisation.

We need to ensure that the pool of talent and skills available to employers is not inhibited by stereotypical perceptions of what women and men do and that everyone's skills are being utilised to the maximum potential.

The Audit provides reassurance that the Councils **job evaluation scheme** and the processes within which it operates are robust and meet equality requirements.

Flintshire County Council is committed to delivering equal treatment of its employees regardless of their gender or other protected characteristics. The Equality and Diversity Infonet pages provide further information about the equality initiatives the Council is currently engaged with. The Councils commitment to Equality and Diversity can also be evidenced by the specific objectives that have been identified in the Strategic Equality Plan 2016-2020.

As we monitor the sizes of our gender pay gaps within Flintshire County Council, we will seek to continue to ensure that our HR policies and practices help to improve awareness across the organisation and help close the gender pay gap.

What have we done as a result of the last Equal Pay Audit?

Although gender did not appear to be a significant factor behind the differences in levels of pay for colleagues doing similar roles, we identified a number of actions we could take for reducing those pay gaps that did exist.

Since the last Audit, we have worked hard to improve our diversity data, by carrying out diversity questionnaires and encouraging employees to update their diversity data via an organisational marketing campaign. This has resulted in improved diversity data since the 2016 Audit, however there is still further work that can be done in this area.

Since the last Audit, recruitment advertising has included "part time, job share and flexible working arrangements will be considered" on all advertisements. We have seen an increase in females in the higher grades of the pay and grading structure (Grade G upwards) from the 2016 Audit, with 524 in 2016 and 593 in 2017. This however could be attributable to the inclusion of temporary and fixed term

employees for this audit. The Council is also committed to flexible working and recognises that flexible working can provide benefits to all. The Council's flexible working hours' policy was last reviewed in 2015. We will continue to promote these initiatives going forward and hopefully encourage more females to take up more senior management roles within the Council.

We provided a maternity questionnaire to our employees who had returned to work from maternity leave. Only 10% of the sample provided a response. 80% had felt supported returning to work and 20% had not felt supported. Out of the sample, 100% had requested an alternative working pattern on returning from maternity leave, with 70% having their request accepted and 30% having their request declined. One of the ones that was declined had arranged an alternative arrangement with their line manager as a compromise. 40% felt there were opportunities for progression with 60% saying there wasn't opportunity for progression. One of the reasons for this was due to their part time status.

Next Steps

This report will be shared with the Chief Officer Team and FJTUC and any resulting actions taken forward with these groups.

Action – Continue to provide equal pay data and support active engagement with this. Flintshire County Council will commit to carrying out an Equal Pay Audit in 2018 comparing data year on year to ensure improvement plans are updated and actioned accordingly.

Whilst the data the Council holds on protective characteristics has improved since the 2016 Audit, the Council will continue to complete regular surveys to further improve this data.

Action – Continue to carry out Diversity Surveys and look at alternative means of gathering more data.

Further analysis and work needs to be done to ascertain the gender pay gaps within each service area.
Action – Undertake additional data analysis for individual service areas and report any issues to the relevant Chief Officer and HR Business Partner to ensure the gender pay gap is incorporated into the service workforce plan.

Areas that we will continue to monitor and strengthen include:

- Consistent application of pay practices and advice.
- Utilising our work life balance policies and procedures to actively assist in addressing any equality issues.
- Working to ensure that there are no perceived barriers to progression.
- Fair recruitment and selection practices.

These targets are designed to push Flintshire County Council to become more imaginative in how we go about attracting, recruiting, developing and encouraging our most talented colleagues to stay with us.

This comprehensive audit emphasises the Council's commitment to monitoring pay in order to equally reward work of equal value and to continue to contribute to develop equality and diversity strategies to promote good practice.