

Equal Pay Audit



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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 Council's 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 third equal pay audit that Flintshire County Council has undertaken since the implementation of the Single Status Agreement. A data extract from the Council's payroll system iTrent was taken on 1st April 2018 and this audit has focused on an analysis of **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, 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 Council's 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 Council's HR and Payroll system "iTrent" on 1st April 2018. Relief workers were not included in the data extract. However, temporary employees were included. 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.

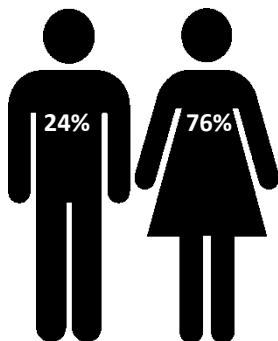
Workforce Composition

From the data extract taken on 1st April 2018, the Council has 6649 (occupied positions). This is not a head count number as a significant proportion of our employees hold multiple positions across the organisation. This is a reduction from 7829 occupied positions in the 2017 audit. This is attributable to a large number of employees TUPE transferring over to other organisations such as Newydd and Aura and on-going programmes of organisational change.

Table 1: Workforce Composition

Females	% Females	Males	% Males
5078	76.3%	1571	23.7%

Total Workforce Demographic



We have therefore seen an increase of males in the composition of the workforce by just over 1%. This is likely to be attributable to the number of employees who have TUPE transferred over to NEWydd which are predominantly females working in cleaning and catering roles.

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	Average Salary	Male	Average Salary	GENDER PAY GAP	Overall Total	Overall Average Salary
Chief Officers/Chief Executive	3	£79,765.39	8	£94,564.52	15.65%	11	£90,528.40
Craft & Associated Employees	3	£20,183.10	103	£22,745.04	11.26%	106	£22,672.53
Head Teachers	119	£53,300.74	78	£56,219.92	5.19%	197	£54,456.56
Local Rates	1	£65,650.00	4	£29,811.00	-120.22%	5	£36,978.80
Members	1	£1,200.00	2	£1,200.00	0.00%	3	£1,200.00
National Trainees	11	£10,660.18	25	£12,178.43	12.47%	36	£11,714.52
NJC Local Government Workers	1	£31,401.00	2	£9,386.00	-234.55%	3	£16,724.33
Occupational Health Nurses	2	£38,630.00	1	£35,577.00	-8.58%	3	£37,612.33
Single Status Pay Scale (2014)	3846	£20,998.78	1006	£25,065.38	16.22%	4852	£21,841.94
Soulbury/Y&C Officers/Ed. Psychos	13	£50,777.54	2	£56,069.00	9.44%	15	£51,483.07
Teachers - Basic Scale	955	£35,151.08	271	£35,640.03	1.37%	1226	£35,259.16
Teachers - Unqualified (Assimilated)	13	£22,576.08	15	£24,747.80	8.78%	28	£23,739.50
Theatr Clwyd Pay Scale	43	£21,076.79	36	£24,086.42	12.50%	79	£22,448.27
Unison Pay Structure	1	£20,200.00			N/A	1	£20,200.00
Youth Workers	62	£20,753.50	18	£22,179.78	6.43%	80	£21,074.41
(blank)	4				N/A	4	
Grand Total	5078	£24,523.61	1571	£28,399.74	13.65%	6649	£25,439.55

Overall the average salary for women across all grades and terms and conditions is **£24,523** and the average salary for men across all grades and terms and conditions is **£28,399** giving an **overall** Gender Pay Gap of **13.65%**. 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 **£24,562** and the average salary for females across all grades and terms and conditions is **£19,562** giving an overall gender pay gap of **20.36%**.

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)

The gender pay gap has decreased since the 2017 Equal Pay Audit within this group. There are still only 3 female employees within this group. The high gender gap last year was attributable to the fact that two of the females were on training rates of pay (apprentices.) The gap has therefore reduced this year, due to the female's rates of pay increasing as they move through the training scheme. We are hoping to encourage more females into this line of work that is traditionally male orientated. However, as it is currently predominantly male, any new female trainees joining in the future will have a negative impact on the gender pay gap.

Gender Pay Gap Analysis - Chief Officer Terms and conditions

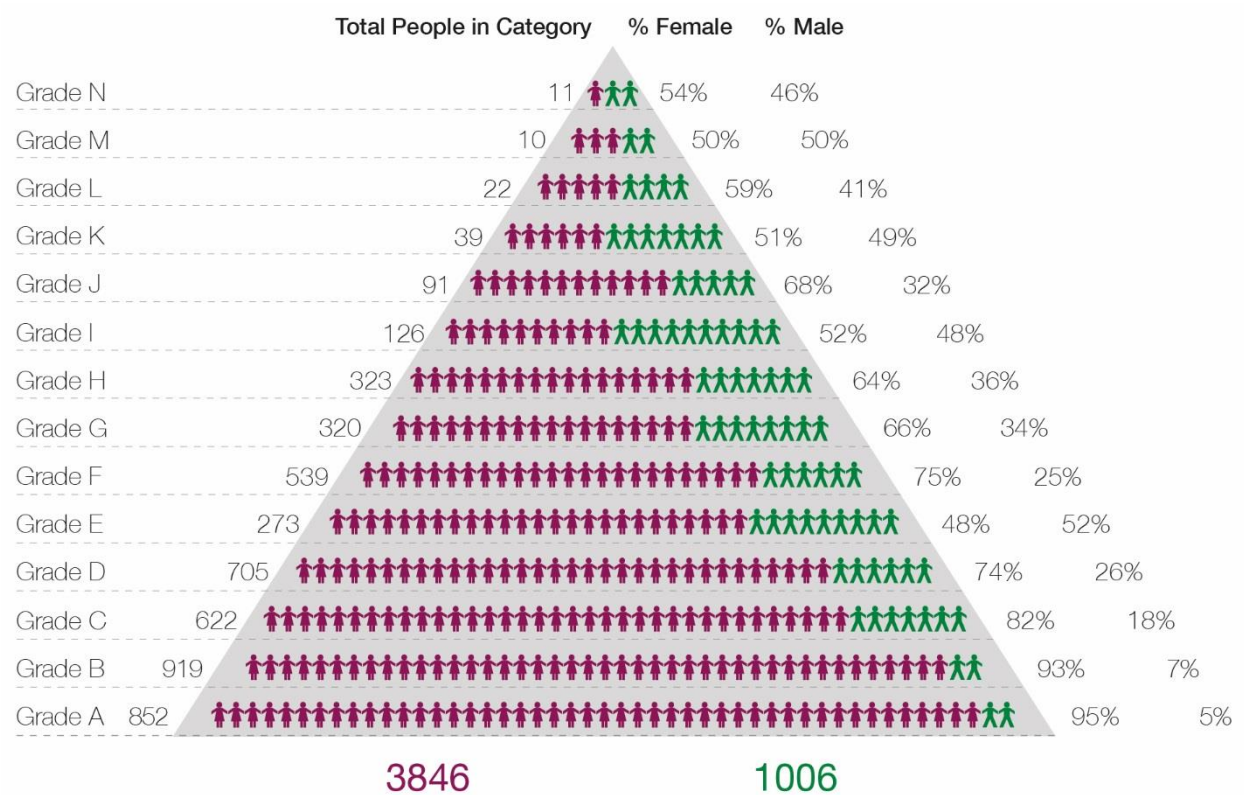
The data confirms a pay gap of 15.65% within this area. The data shows there are only three females within this group compared to 8 males. The imbalance of average salary within this group is as a result of short term arrangements affecting two females. It will be resolved once permanent recruitment is concluded. We would anticipate that the gap will be reduced in the 2019 audit.

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

This data refers to Head teachers, Deputy Headteachers and Assistant Headteachers. The data confirms that there is a higher number of female headteachers (119) as opposed to male (78), however a gender pay gap of 5.19%. 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 headteachers of larger schools and secondary schools. The 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 (4852 records).



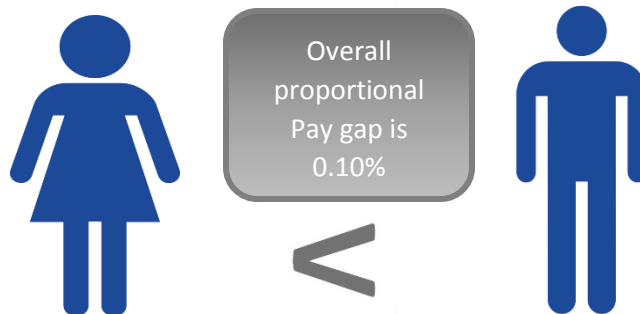
Using the mean method of calculation, the average salary for women across all Single Status grades (grade A to grade N) is **£20,998** and the average salary for males across all grades is **£25,065** giving an overall gender pay gap of **16.22%**.

Using the median method of calculation, the average salary for women across all Single Status grades (grade A to Grade N) is **£18,319** and the average salary for males across all grades is **£21,074**, giving an overall gender pay gap of **13.07%**.

Table 3: Distribution of Male and Females employees by grade including average basic salary

Grade	Female	Av Salary	Male	Av Salary	Pay Gap	Total	Av Salary
SS Grade A	808	£16,872.39	44	£16,873.02	0.00%	852	£16,872.42
SS Grade B	853	£17,343.56	66	£17,312.36	-0.18%	919	£17,341.32
SS Grade C	512	£18,191.10	110	£18,031.57	-0.88%	622	£18,162.89
SS Grade D	542	£19,296.97	163	£19,325.72	0.15%	705	£19,303.62
SS Grade E	131	£20,763.17	142	£20,822.94	0.29%	273	£20,794.26
SS Grade F	408	£24,048.40	131	£23,806.56	-1.02%	539	£23,989.62
SS Grade G	213	£29,406.83	107	£29,426.23	0.07%	320	£29,413.32
SS Grade H	207	£32,807.15	116	£32,779.92	-0.08%	323	£32,797.37
SS Grade I	66	£36,797.85	60	£36,910.70	0.31%	126	£36,851.59
SS Grade J	62	£39,621.87	29	£39,664.62	0.11%	91	£39,635.49
SS Grade K	20	£42,942.25	19	£43,100.53	0.37%	39	£43,019.36
SS Grade L	13	£48,947.38	9	£49,340.00	0.80%	22	£49,108.00
SS Grade M	5	£51,727.20	5	£51,996.00	0.52%	10	£51,861.60
SS Grade N	6	£56,016.00	5	£56,544.20	0.93%	11	£56,256.09
Grand Total	3846	£20,998.78	1006	£25,065.38	16.22%	4852	£21,841.94

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 D, E, G, I, J, K, L, M, N), this is by less than 0.93% in almost all grades (mostly under 0.5%). Mean female salaries are higher in some grades (grade B, C, F, H), with the highest pay gap being 1.02% in Grade F (this is likely due to the high number of increments in grade F).

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 76.3% women.

Full and Part time Staff

Table 5: Distribution of Male and Female by Basis

Basis	Female	Av Salary	Male	Av Salary	Pay Gap	Total	Av Salary
Full Time	1668	£31,753.58	1263	£29,736.78	-6.78%	2931	£30,883.63
Full Time Term Time	104	£23,363.39	22	£22,703.82	-2.91%	126	£23,248.22
No Basis	5	£18,271.25	3	£8,913.00	105.00%	8	£15,151.83
Part Time	1440	£24,520.80	168	£26,608.57	7.85%	1608	£24,738.92
Part Time Term Time	1861	£18,135.56	115	£17,760.77	-2.11%	1976	£18,113.75
Grand Total	5078	£24,523.61	1571	£28,399.74	13.65%	6649	£25,439.55

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 £29,736.78) against a part time females salary (average £24,520.80) is **17.54%**. There is a positive gender pay gap between full time females and full time males of 6.78% meaning full time females earn on average 6.78% 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)

Gender	Female								Male								Overall	
Basis	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	
Grade	No	Av Sal	No	Av Salary	No	Av Salary	No	Av Salary	No	Av Salary	No	Av Salary	No	Av Salary	No	Av Salary	No	Av Salary
SS Grade A	6	£16,851.00	2	£16,845.00	201	£16,913.20	599	£16,859.96	0	£0.00	0	£0.00	8	£16,935.00	36	£16,867.83	852	£16,872.42
SS Grade B	14	£17,359.86	11	£17,281.55	148	£17,370.31	680	£17,338.40	9	£17,391.00	3	£17,318.33	25	£17,358.20	29	£17,247.83	919	£17,341.32
SS Grade C	111	£18,125.84	13	£18,265.62	235	£18,211.49	153	£18,200.80	79	£18,014.19	4	£18,232.25	8	£18,159.63	19	£18,007.68	622	£18,162.89
SS Grade D	109	£19,263.58	13	£19,217.38	181	£19,363.13	239	£19,266.44	139	£19,394.65	3	£18,697.67	6	£19,485.33	15	£18,748.73	705	£19,303.62
SS Grade E	74	£20,775.99	1	£19,819.00	55	£20,757.44	1	£21,074.00	113	£20,859.67	1	£21,074.00	26	£20,692.50	2	£20,318.00	273	£20,794.26
SS Grade F	141	£23,939.09	35	£23,943.51	90	£24,402.90	142	£23,958.11	119	£23,797.30	5	£24,205.80	3	£24,141.67	4	£23,331.75	539	£23,989.62
SS Grade G	127	£29,393.93	21	£29,287.52	59	£29,513.98	6	£29,043.83	88	£29,360.59	4	£29,695.50	14	£29,727.43	1	£29,909.00	320	£29,413.32
SS Grade H	149	£32,756.02	1	£33,136.00	56	£32,947.57	1	£32,233.00	111	£32,763.88	1	£33,136.00	4	£33,136.00	0	£0.00	323	£32,797.37
SS Grade I	57	£36,795.32	0	£0.00	9	£36,813.89	0	£0.00	55	£36,917.11	0	£0.00	5	£36,840.20	0	£0.00	126	£36,851.59
SS Grade J	49	£39,687.92	4	£39,483.75	8	£39,482.63	1	£38,052.00	28	£39,654.04	0	£0.00	1	£39,961.00	0	£0.00	91	£39,635.49
SS Grade K	16	£42,738.56	0	£0.00	4	£43,757.00	0	£0.00	19	£43,100.53	0	£0.00	0	£0.00	0	£0.00	39	£43,019.36
SS Grade L	10	£48,829.60	0	£0.00	3	£49,340.00	0	£0.00	8	£49,340.00	0	£0.00	1	£49,340.00	0	£0.00	22	£49,108.00
SS Grade M	5	£51,727.20	0	£0.00	0	£0.00	0	£0.00	4	£51,996.00	0	£0.00	1	£51,996.00	0	£0.00	10	£51,861.60
SS Grade N	6	£56,016.00	0	£0.00	0	£0.00	0	£0.00	5	£56,544.20	0	£0.00	0	£0.00	0	£0.00	11	£56,256.09
Total	874	£27,221.10	101	£23,515.02	1049	£20,645.18	1822	£18,082.49	777	£26,422.30	21	£22,618.95	102	£22,765.79	106	£17,874.32	4852	£21,841.94

Table 7: Full and Part Time analysis – Percentage of Male and Female by Basis and Grade

Gender	Female								Male								Overall	
Basis	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	-
Grade	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
SS Grade A	6	0.12%	2	0.04%	201	4.14%	599	12.35%	0	0.00%	0	0.00%	8	0.16%	36	0.74%	852	17.56%
SS Grade B	14	0.29%	11	0.23%	148	3.05%	680	14.01%	9	0.19%	3	0.06%	25	0.52%	29	0.60%	919	18.94%
SS Grade C	111	2.29%	13	0.27%	235	4.84%	153	3.15%	79	1.63%	4	0.08%	8	0.16%	19	0.39%	622	12.82%
SS Grade D	109	2.25%	13	0.27%	181	3.73%	239	4.93%	139	2.86%	3	0.06%	6	0.12%	15	0.31%	705	14.53%
SS Grade E	74	1.53%	1	0.02%	55	1.13%	1	0.02%	113	2.33%	1	0.02%	26	0.54%	2	0.04%	273	5.63%
SS Grade F	141	2.91%	35	0.72%	90	1.85%	142	2.93%	119	2.45%	5	0.10%	3	0.06%	4	0.08%	539	11.11%
SS Grade G	127	2.62%	21	0.43%	59	1.22%	6	0.12%	88	1.81%	4	0.08%	14	0.29%	1	0.02%	320	6.60%
SS Grade H	149	3.07%	1	0.02%	56	1.15%	1	0.02%	111	2.29%	1	0.02%	4	0.08%	0	0.00%	323	6.66%
SS Grade I	57	1.17%	0	0.00%	9	0.19%	0	0.00%	55	1.13%	0	0.00%	5	0.10%	0	0.00%	126	2.60%
SS Grade J	49	1.01%	4	0.08%	8	0.16%	1	0.02%	28	0.58%	0	0.00%	1	0.02%	0	0.00%	91	1.88%
SS Grade K	16	0.33%	0	0.00%	4	0.08%	0	0.00%	19	0.39%	0	0.00%	0	0.00%	0	0.00%	39	0.80%
SS Grade L	10	0.21%	0	0.00%	3	0.06%	0	0.00%	8	0.16%	0	0.00%	1	0.02%	0	0.00%	22	0.45%
SS Grade M	5	0.10%	0	0.00%	0	0.00%	0	0.00%	4	0.08%	0	0.00%	1	0.02%	0	0.00%	10	0.21%
SS Grade N	6	0.12%	0	0.00%	0	0.00%	0	0.00%	5	0.10%	0	0.00%	0	0.00%	0	0.00%	11	0.23%
Total	874	18.01%	101	2.08%	1049	21.62%	1822	37.55%	777	16.01%	21	0.43%	102	2.10%	106	2.18%	4852	100.00%

This table demonstrates vertical and horizontal segregation between males and females across the grades within the County Council. 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 (14.01%). Out of the 20.73% that at male, 16.01% are full time. Out of the total population 59.17% are female and part time and 4.29% are male and part time. Out of the full population 49.32% 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. These figures are consistent with the 2017 audit.

Disability Analysis

Table 8: Disability analysis of all employees

	Number	Percentage	Average FTE salary
Disabled	127	1.91%	£25,563
Not Disabled	3849	57.89%	£26,009
Prefer not to say or undisclosed	2673	40.20%	£23,925

** 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 6649 records across all County Council employees, 127 (1.91%) have disclosed a disability, 3849 (57.89%) have registered not disabled and 2673 (40.20%) have not disclosed any information in relation to a disability.

There is a -1.71% mean pay gap between all employees across the County 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 1.71% lower 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. On-going work within this area will continue.

Ethnicity Analysis

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

Ethnicity	Number	Percentage	Average Salary
blank/unknown	2486	37.39%	£24,510.01
African	2	0.03%	£34,622.50
Any Other Asian Background	2	0.03%	£24,527.00
Any Other Background	3	0.05%	£18,042.00
Any Other Chinese Background	1	0.02%	£29,909.00
Any Other Mixed Background	3	0.05%	£29,903.33
Any Other White Background	4	0.06%	£25,598.00
Bangladeshi	2	0.03%	£17,922.50
Caribbean	1	0.02%	£57,077.00
Chinese	1	0.02%	£38,633.00
Indian	2	0.03%	£17,163.00
Not Stated	9	0.14%	£23,879.56
Pakistani	1	0.02%	£16,755.00
Prefer Not To Say	22	0.33%	£30,087.86
White And Asian	2	0.03%	£23,223.00
White And Black Caribbean	3	0.05%	£19,134.33
White British	1071	16.11%	£25,334.62
White British English	985	14.81%	£25,989.00
White British Other	13	0.20%	£25,359.69
White British Scottish	19	0.29%	£27,501.84
White British Welsh	1966	29.57%	£26,362.94
White Irish	14	0.21%	£26,378.43
White Other	37	0.56%	£23,555.73
	6649	100.00%	

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 (37.39%). This makes it difficult to undertake a robust analysis of pay by ethnicity.

4105 have disclosed their ethnicity as “white” (61.7%) and 49 employees have disclosed their ethnicity as BME (Black or Minority Ethnic) (0.74%). 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. 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 34.55%. 0.65% have declared themselves as bisexual/gay/lesbian and 65% have preferred not to say or their sexual orientation is unknown. The data that the County 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 County Council holds on religion is not sufficiently robust to report on pay gaps.

Conclusion

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

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 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 County 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 County Council is currently engaged with. The County 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.

The Council is committed to work life balance and provides a wide range of flexible working opportunities as a means to support, develop and retain employees at work. We will continue to promote these initiatives going forward and hopefully encourage more females to take up more senior management roles within the County Council. The Agile Working Policy was reviewed in 2018, which promotes agile and flexible ways of working to support both the employee and the organisation.

Next Steps and Action Planning

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 campaign. This has resulted in an improved picture since the 2016 Audit, however there is still further work that can be done in this area.

Action – Once agreement is reached on a new pay model which delivers on the second year (2019) of the nationally agreed pay award, we will be writing those in scope, which is a large proportion of our workforce to provide updated contracts of employment. We will also send out a diversity questionnaire, which will ensure every employee within the workforce will have been provided with a diversity questionnaire with a method to return it.

As referred to in the conclusion, our biggest challenge remains occupational segregation. Flintshire County Council is composed of 76% females, which are more highly concentrated lower down the pay and grading structure. We therefore plan to start working on a campaign that **“challenges gender**

stereotypes.” We have some good, albeit small numbers of examples across the County Council where employees have challenged that stereotype. As part of our campaign, we want to complete case studies on some of these employees to highlight that some roles that may have traditionally been filled with a particular gender, can be accessible to all genders. We then plan to target this campaign through our apprentice and graduate recruitment as well as general recruitment across the organisation.

Action – Prepare a number of case studies which identifies services where the composition of a team or service departs from traditional stereotypes as part of a “challenging gender stereotypes” campaign. We will also continue to work with services to address occupational segregation which remains a significant factor in influencing pay gaps between males and females.

In conclusion:-

- We will continue to report annually on the gender pay gap in Flintshire County Council.
- We will continue to appoint and develop people on merit, regardless of their gender or other factors covered by the Equality Act 2010.
- We will continue to develop our workforce at all levels to make sure talented people can progress into the most senior roles.
- We will continue to promote positive work/life balance offering flexible working options to assist in addressing any equality issues.
- We will continue to apply 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.

In conclusion the County Council will continue to eliminate unlawful discrimination and to advance equality of opportunity through its role as employer and through its work with the community.

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