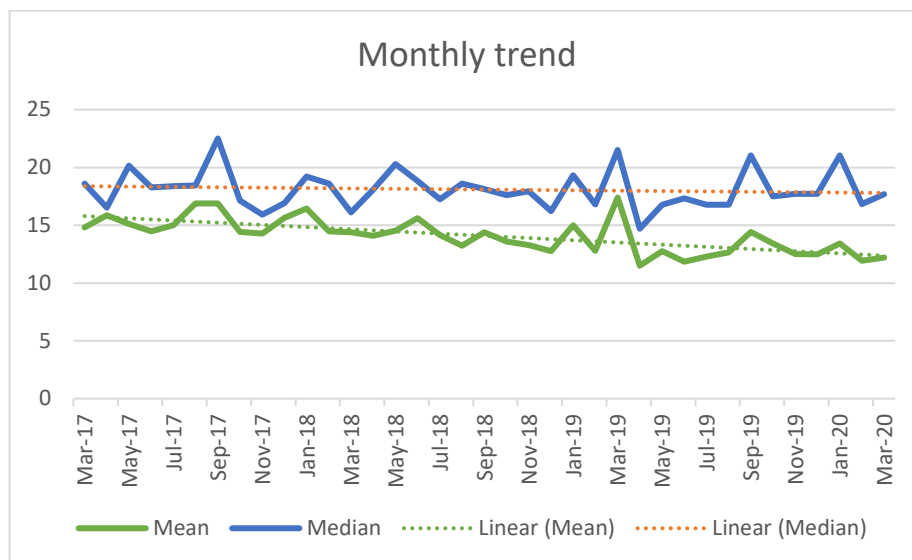


Suffolk County Council: Gender Pay Gap Report 2020/2021

Introduction from the Head of HR, Performance & Change

Suffolk County Council's mean and median Gender Pay Gap has reduced since reporting started. There is a declining monthly trend since March 2017, and this continues up to March 2020. There are significant fluctuations in the mean and median gaps each month relating to how the mean and median gap is required to be calculated; taking in all elements of pay. So, the number of additional hours and overtime paid or when annual pay increases are made to different groups of staff will have a corresponding impact on the gender pay gap in each period, as the graph below demonstrates. Crucially, despite these fluctuations, our overall trend is downwards over the last four years.



As in previous years, this report illustrates that SCC's gender pay gap is related to the gender composition of our workforce; we have a high population of women working in lower graded roles which, despite having a high population of women in senior and higher paid roles, adversely impacts the average pay of women employed by the authority. The Office for National Statistics in their "Gender pay gap in the UK: 2019" identify that women over 40 years are more likely to work in lower-paid occupations and, compared with younger women, are less likely to work as managers, directors or senior officials nationally. 71% of our workforce is female and 54.3% is over 45, showing SCC reflects these national trends.

Due to the impact of the COVID-19 pandemic we have not been able to achieve all of the actions we set for ourselves last year, but in all cases progress has been made and I am confident those outstanding actions will be addressed this year and the new actions we've identified in this report will, over a number of years, encourage greater diversification in the workforce and support the creation of an inclusive culture where women and men choose to work in services which have previously been underrepresented by their gender.

I can confirm that data reported by Suffolk County Council is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and using the standard reports provided by our HR Management Information system software supplier.



Jeanette Bray
Head of HR, Performance & Change

Each year public sector organisations who employ 250 or more people are required to publish their gender pay gap, using six different measures, as at 31 March each year. The report must be published, on the organisation's website and on a dedicated government site, by 30 March the following year.

What is the Gender Pay Gap?

The gender pay gap is a measure of the difference between the average pay men receive and the average pay women receive. It is not 'equal pay'.

A positive pay gap means that females on average earn less than males. A pay gap of zero means the average pay of men and women is the same. A negative pay gap means that the average pay of female employees is higher than that for males.

What is equal pay?

Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing the same or similar work (or work of equal value) for the same employer. It is unlawful to pay people unequally because they are a man or a woman.

What is the national Gender Pay Gap?

Last year was the second time all organisations employing 250 or more individuals were required to publish their gender pay gap. The Gender pay gap service publishes all the data for organisation who submitted their report and this data shows:

- The mean national Gender Pay Gap is 16.8%
- The median national Gender Pay Gap is 15.9%

There is an expectation that where a gender pay gap exists employers will take actions to increase the number of females in senior roles, ensuring that their reward strategies, policies, practices and procedures reduce any gender pay gap and, in particular, remove any obstacles having a negative effect on the pay of female employees (or potential employees) or from applying for jobs or promotions.

What are the measures which need to be published?

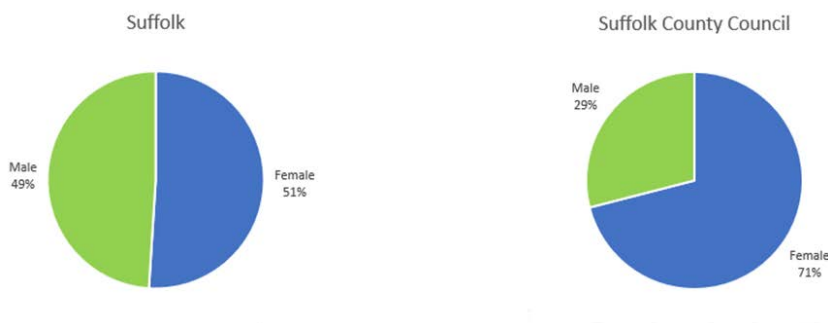
Mean gender pay gap	<i>The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees</i>
Median gender pay gap	<i>The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees</i>
Mean bonus gap	<i>The difference between the mean bonus pay paid to male employees and that paid to female employees</i>
Median bonus gap	<i>The difference between the median bonus pay paid to male employees and that paid to female employees</i>
Bonus proportions	<i>The proportions of male and female relevant employees who were paid any bonus pay during the relevant period</i>
Quartile pay bands	<i>The proportions of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands</i>

What is the difference between mean and median?

The Office for National Statistics (ONS) prefers median earnings because the median is not affected by extreme values, such as changes in the earnings of small numbers of very high earners. However, as the mean gap captures the fact that the upper end of the earnings distribution is dominated nationally by men, the mean is an important measure of women's labour market disadvantage.

Suffolk County Council data, excluding maintained Schools, as at 31 March 2020

Composition of workforce ⁱ



Mean Gender Pay Gap

SCC (2019/2020)	SCC last year (2018/2019)	Difference	National average
12.2%	17.4%	-5.2%	16.8%

Median Gender Pay Gap

SCC (2019/2020)	SCC last year (2018/2019)	Difference	National average
17.7%	21.5%	-3.8%	15.9%

Mean Bonus Gap

SCC do not pay any form of bonus payments to staff

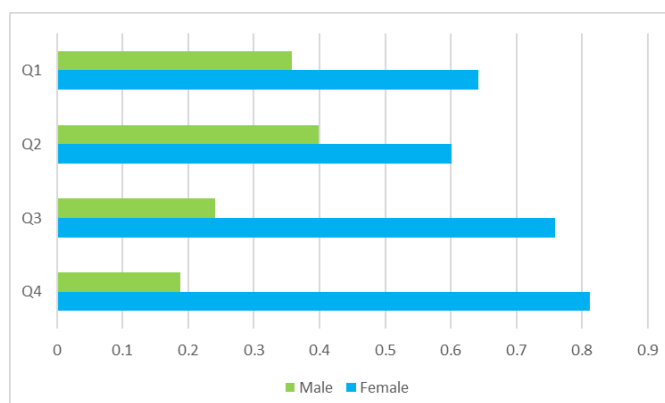
Median Bonus Gap

SCC do not pay any form of bonus payments to staff


Bonus proportions

SCC do not pay any form of bonus payments to staff

Quartile pay bands	Male (31/03/2020)	Female (31/03/2020)	Male (31/03/2019)	Female (31/03/19)
Upper quartile (£18.08 + per hour)	35.7%	64.3%	46.8%	53.2%
Upper middle quartile (£13.44 - £18.08 per hour)	39.8%	60.2%	34.8%	65.2%
Lower middle quartile (£10.26 - £13.44 per hour)	24.1%	75.9%	24.1%	75.9%
Lower quartile (£0.00 - £10.26 per hour)	18.8%	81.2%	14.0%	86.0%



SCC is committed to reducing our gender pay gap, and our transparent approach to pay, progression and development seeks to reward all staff equally, regardless of gender. To this end, we made a list of commitments last year which would contribute to reducing the gap and this is what we've achieved:

	What we said we would do:	What we have done:
1.	Analyse the results from the Staff Survey 2020 – breaking down engagement by gender, flexible working responses and amend the questions relating to protected characteristics.	 <p>The Staff Survey 2020 was open from 07 September to 02 October 2020 and included greater granularity in questions linked to protected characteristics.</p> <p>Analysis of the results by directorates, but also by protected characteristics is currently being undertaken, with action plans being created in response to areas of concern.</p>
2.	Further explore the option of “returnships”.	Further research has been undertaken to identify potential pilot schemes and approaches. Where similar schemes have been operated in other organisations there has been a significant investment to support the schemes, in addition to the costs of running graduate, intern and wider apprenticeship schemes. Any additional funding would need to be agreed and prioritised by SCC as part of our aspirational work programmes.
3.	Implement a maternity returner development programme.	A pilot programme was identified and a recent parental leave returner was booked to participate but unfortunately the programme was cancelled due to the COVID-19 pandemic. However, a provider has been identified to deliver a Women in Leadership programme, in addition to the Springboard programme and this will be specifically offered to parental leaver returners.
4.	Set up a new parent “buddy” scheme.	A new scheme has been established, with details being included in communications to individuals returning from parental leave, however the uptake has been very small this year so the scheme will be further developed and advertised next year.

5.	Run a campaign promoting the idea of balance in childcare, and our options for shared parental leave and enhanced paternity leave.	The campaign has been postponed due to the COVID-19 pandemic and will be scheduled later in the year , to maximise the campaign's reach.
6. a)	Continue recruitment advertising dip sampling and enhance this by: Tracking the % that offer multiple types of flexibility (three or more).	All recruitment advertising has been tracked throughout the year and we have seen more than 98% of jobs have at least one flexible working option offered and in the last quarter (Q3) 100% have offered three or more flexible working options.
6. b)	Track how many new starters have a flexible working pattern agreed at the point of appointment.	39% of the New starters who commenced employment this year were part time or had a flexible working pattern, such as a condensed working week or fortnight.
7.	Analyse the number, % and pay of female and male apprentices, graduates, interns.	Analysis of the number of female and male apprentices reflected the overall make-up of SCC, with 30% of apprentices being male and 70% female. The analysis of Graduates showed a more even split 47% male and 52% female. There was no differential in pay between apprentices, as their pay is based on our established grading structure. Similarly, there was no differential in pay between male and female graduates and interns as they are all paid the same rate,
8.	Analyse recruitment by gender, at each recruitment stage (application, long list, short list, appointment).	Analysis of the gender of recruitment candidates at application, shortlist and appointment is published annually in the Workforce Equality Report . Notably this year has seen an increase in applications from individual declaring their gender as female from 64.4% in 2019 to 71.9% in 2020.
9.	Analyse service areas which have fewer women applying/being appointed, particularly in senior roles.	Further analysis in relation to the gender of recruitment candidates in specific service areas will be undertaken in 2021/2022.
10.	Take part in the Working Family Awards in 2020.	SCC entered the Working Family Awards in 2020, but were not selected as finalists this year.

Gender Pay Gap Action Plan 2021/2022

SCC has made a list of commitments of things we'll do in 2021/2022 which will build on our successful approach and continue to contribute to reducing our gender pay gap:

1.	We will identify any actions arising from the Staff Survey 2020 results, specifically linked to gender and / or flexible working are identified and tracked.
2.	We will include "Returnships" in the scope of the annual submission for prioritisation and funding of our aspirational work programmes.
3.	We will run a Springboard programme in 2021/2022 and additionally a Women in Leadership programme, which will be specifically advertised to parental leave returners.
4.	We will develop "Welcome Back" resources for parental leave returners, including the details of courses, support and resources relevant to them, as well as details of the Suffolk Coaching and Mentoring Partnership. We will also develop associated support and guidance for managers.
5.	We will further develop and advertise the new parent "buddy" scheme.
6.	We will run a campaign promoting the idea of balance in childcare, and our options for shared parental leave and enhanced paternity leave.
7.	We will identify any actions arising from the analysis of the gender of apprentices, graduates and interns.
8.	We will undertake further analysis, by grade and specifically in senior roles, of the gender at each stage of our recruitment process (application, short list, appointment).
9.	We will undertake further analysis, by directorate, of the gender at each stage of our recruitment process (application, short list, appointment).
10.	We will participate in the "Carer Confident" benchmarking scheme, run by CarersUK, to identify any further support we can offer to Carers.
11.	We will seek opportunities to collaborate, where any intersectional correlations between race and gender are identified, across our Gender Pay Gap actions and Race Equality Plan.
12.	We will explore where positive action across all protected characteristics can be incorporated into policy and practice to further enhance diversification in our workforce.

We will also be exploring how COVID-19 has impacted on our working practices during 2020 and whether there are potential benefits of incorporating some of the practices forced upon us during the pandemic, such as greater flexibility in where and when individuals work, into a future hybrid approach to how we deliver our services.

ⁱ SCC Workforce Equality Report (January 2020)

<https://www.suffolk.gov.uk/assets/council-and-democracy/our-aims-and-transformation-programmes/Workforce-Equalities-Report-2020.pdf>