

<b>Title of meeting:</b>	Employment Committee
<b>Date of meeting:</b>	26 <sup>th</sup> February 2019
<b>Subject:</b>	Gender Pay Gap Report 2018
<b>Report by:</b>	Jon Bell, Director of HR, Legal and Performance
<b>Wards affected:</b>	None
<b>Key decision:</b>	No
<b>Full Council decision:</b>	No

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## **1. Purpose of report**

At Employment Committee on 4<sup>th</sup> December 2018, Members requested that additional data on the age breakdown be included in the Gender Pay Gap Report 2018. This report has been produced in response to that. The Gender Pay Gap report now includes a breakdown of the workforce profile by age, gender and whether full time or part time. Appendix 1 has been updated and now includes this additional information, as well as the statutory data that the Council is required to publish in accordance with the Gender Pay Gap Information Regulations.

## **2. Recommendations**

It is recommended that the Employment Committee:

- 2.1** Note the additional information requested by Employment Committee, and agree the revised Gender Pay Gap report for publication.

## **3. Background**

### **3.1 The National Context**

- 3.1.1** Since the Employment Committee report in December the national figures for the Gender Pay Gap for 2018 have now been released. This has been updated and included in Appendix 1.
- 3.1.2** Whilst the data on the age breakdown is not a statutory requirement under the legislation, this data has been included at the request of Members. The ONS has published some national data on the age breakdown and the same categorisation and calculations used by the ONS have been replicated for the

breakdown of the data for Portsmouth City Council. The findings are contained in section 3.2.

## 3.2 The Local Context

- 3.2.1 The Gender Pay Gap data supplied is correct for all staff, including school staff, in post with Portsmouth City Council on 31<sup>st</sup> March 2018 who earned their full-pay (relevant employees). At that time, there were 5294 relevant full pay employees, which is made up by 3853 females (73%) and 1441 (27%) males. Out of the 5294 relevant employees, 81 are covered by TUPE regulations (37 are male and 44 are female).
- 3.2.2 The profile of the workforce has been broken down into the proportion of full time and part time employees, whereby 1220 (85%) of males are full time<sup>1</sup> and 221 (15%) are part time compared to 1889 (49%) of females are full time and 1964 (51%) are part time.
- 3.2.3 The profile of the workforce has been further categorised by age range. The age ranges used are based on those as determined by the ONS data.

Age Range	Full-time women headcount	Full-time women %	Full-time men headcount	Full-time men %	Total headcount
16 to 21	39	59	27	41	66
22 to 29	268	68	125	32	393
30 to 39	418	61	263	39	681
40 to 49	464	61	300	39	764
50 to 59	543	60	363	40	906
60 and over	157	53	142	47	299
Total	1889		1220		3109

- 3.2.4 According to the ONS report "Understanding the Gender Pay Gap in the UK 2018", men are proportionally more likely to work full time than women. Between the ages of 30 to 39 and 40 to 49 more than 90% of men's jobs are full time. Women however, are less likely to work full time with only 61% of 30 to 39 and 58% of 40 to 49 year olds working full time.
- 3.2.5 Based on the Council's breakdown, our data for full time females correlates with the national data, however as the majority of our workforce is predominantly female this skews the data to show that they are the higher proportion of workers across each age category compared to males.

<sup>1</sup> Full time is as determined by ONS as those working 30 hours or more.

Age Range	Part-time women headcount	Part-time women %	Part-time men headcount	Part-time men %	Total headcount
16 to 21	14	67	7	33	21
22 to 29	124	85	22	15	146
30 to 39	446	94	29	6	475
40 to 49	513	95	28	5	541
50 to 59	537	93	43	7	580
60 and over	330	78	92	22	422
Total	1964		221		2185

3.2.6 In addition to the above age profile of the workforce, and using the same methodology as applied by the ONS, the gender pay gap has been broken down by age and full-time/part-time hours. In accordance with the ONS data, full time hours has been classed as 30 hours or more. The Gender pay gap by age full-time/part-time is based on the median salary within each data category (as per the ONS data) and uses a separate calculation for part time and full time per age range. The data looks at the gender pay gap for people of a similar age and working pattern, unlike the statutory data which looks at the gender pay gap based on the median difference between men and women. Therefore the gender pay gap within each age bracket does not relate to the overall median figure because that is based on **all** relevant employees across the Council, whereas the age gender gap is based on each individual age groupings and working patterns within those age brackets.

Age Bands	Full Time %	Part Time %
16 to 21	0.00	-5.64
22 to 29	-20.91	-4.92
30 to 39	-1.94	-6.65
40 to 49	5.79	-1.87
50 to 59	8.24	3.05
60 and over	12.77	-3.07

The table above shows that within each age bracket where there is a negative figure, for example -18%, this indicates the extent to which females earn, on average, **more** per hour than their male counterparts. A positive measure, for example 18%, indicates the extent to which females earn, on average, **less** per hour than their male counterparts.

3.2.7 Therefore it can be determined that female employees earn more up to age 39 for full time employees and up to age 49 and over the age of 60 for part time employees. As male employees get older, over 40 years old, they tend to earn more than female employees within the same age bracket. Where

there are pay gaps in the age ranges this may indicate the impact of taking time out of the labour market and the preference for working part time when re-joining the labour market, for example for reasons such as taking time out to have children or other caring responsibilities.

### **3.3. Conclusions**

3.3.1 In terms of the impact of the Gender Pay Gap based on age, the action plan highlights in the points in 7 and 8 actions that may assist in reducing the pay gap within certain age brackets.

### **4. Reasons for recommendations**

4.1 To comply with the legislation reporting requirements and include the additional data as requested by Members.

### **5. Equality impact assessment**

5.1 A full EIA has been undertaken.

### **6. Legal implications**

6.1 The report is compliant with the statutory obligations to review the gender pay gap. Additionally the report seeks to establish the reasoning and causation for the pay gap existence adding comment as to mitigation and future review. The current findings do not of themselves lead to the establishment of claims that could be levelled against the Authority based upon a claim for equal pay, indeed there is clear evidence of engagement and consideration that would mitigate against such risk. The Authority is complying with its duty with respect to Public Sector Equality.

### **7. Director of Finance's comments**

7.1 The activities proposed in the Action Plan in appendix 1 will be funded from the existing service revenue budget. Any consequent proposals which have financial implications will be brought back to members.

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Signed by:

**Appendices:**

Appendix 1 Gender Pay Gap Report 2018

**Background list of documents: Section 100D of the Local Government Act 1972**

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by ..... on .....

.....  
Signed by: