Knowsley Metropolitan Borough Council

Gender Pay Report

2022

**Executive Summary**

**Introduction**

The Gender Pay Gap Report helps the Council meet the Equality Act 2010, General Equality Duty to:

* Eliminate unlawful discrimination, harassment and victimisation;
* Advance equality of opportunity; and
* Foster good relations.

The report is a valuable resource to help monitor the workforce and provide year-on-year benchmarking information to assist workforce planning. The Workforce Profile also supports the Council’s Equality, Diversity and Inclusion Policy Statement and provides intelligence and evidence for the Workforce Development Strategy and the Workforce Sufficiency Strategy.

This is Knowsley Council’s Gender (Sex) Pay information report for the snapshot date of 31st March 2022. In April 2017 [section 78 of the Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/section/78) was enacted. This requires any organisation that has 250 or more employees to publish and report specific information on the make-up and pay of their workforce.

**Background**

As part of the council’s obligations under the Equality Act 2010 we are required to publish information on our workforce and how we engage with the community broken down by the protected characteristics which are: age, disability, gender identity, pregnancy and maternity, race, religion and belief, sex (gender) and sexual orientation. Marriage and civil partnership is also a protected characteristic but reporting is not required. Knowsley Council has been monitoring the workforce by age, sex, race, religion and belief and disability since 2000. We began collecting information on sexual orientation began in 2021, but as yet do not have enough to report on. Currently gender identity isn’t monitored.

This is Knowsley Council’s Workforce Monitoring and Gender Pay Gap report for the year up to of 31st March 2022. Under the Equality Act 2010 specific duty - “Equality information and the equality duty: A guide for public authorities”[[1]](#footnote-2), as Knowsley MBC employ more than 150 people, we are required to produce a workforce monitoring report. As a public sector organisation, Knowsley Council has been publishing [Workforce Monitoring](http://www.knowsley.gov.uk/your-council/policies,-plans-and-strategies/people/equality-diversity) reports since 2010. These reports cover:

* The number of part-time and full-time staff;
* Recruitment, promotion, and performance review information;
* Access to training;
* Redundancy and leavers information;
* Grievances and dismissals, including reported incidents of harassment;
* The rates of return to work of women following maternity leave;
* Public office holders such as members of boards or committees;
* Gender pay gap information, for part-time and full-time employees;
* Black, Asian and minority ethnic pay gap;
* Disability pay gap;
* Success rates of job applicants; breakdown of applicants; shortlisted and successful; applications for promotion and success rates;
* Leavers;
* Length of service; and
* An indication of any issues for staff with different gender identities, based on our engagement with staff and/or voluntary groups.

### **Pay Calculations**

These calculations include two types of averages: -

* A mean average involves adding up all the numbers and dividing the result by how many numbers were in the list;
* A median average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

### **What is the Gender Pay Gap?**

[The Equality and Human Rights Commission](https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay) defines the difference between equal pay and the gender pay gap as follows: -

1. **Equal pay** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010;
2. The **gender pay gap** is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings. Men working full-time continue to have higher median hourly and weekly earnings than women. The median full-time gender pay gap is the difference in percentage terms between the median earnings of women and men working full-time.

According to the [Office for National Statistics](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021) in the national median gender pay gap is 14.9% (October 2022). At the moment there is no published mean. The average median pay gap across Local Government is 12.2%. Knowsley Council reported a median gender pay gap of 9.44% and a mean gender pay gap of 11.78% for the year 2021.

According to the Office for National Statistics “The median is the preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of “typical” pay than the mean.”

## What do we report on?

|  |  |
| --- | --- |
| Full-Pay Relevant employee | To be included as a full-pay relevant employee, the employee must be paid their full usual pay during the pay period in which the snapshot date falls. If the employee is paid less than their usual rate because of being on leave for that period, they should not be counted as a full-pay relevant employee. |
| Mean gender pay gap | The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees |
| Median gender pay gap | The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees |
| Mean Bonus Gap | The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees |
| Median Bonus Gap | The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees |
| Bonus Proportions | The proportions of male and female relevant employees who were paid bonus pay during the relevant pay period |
| Quartile Pay Bands | The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands |

**Sex (Gender)**

On the snapshot date of 31st March 2022 there were 2,957 people employed by the Council, this is based on headcount not full-time equivalent numbers (this figure includes all staff employed regardless of contract status) most of the workforce is female (73.7%).

|  |  |
| --- | --- |
|  | No. |
| Female | 2179 |
| Male | 778 |
| **Total** | **2957** |

**Sex (Gender and contract)**

As of 31st March 2022 Knowsley Council’s workforce headcount was 2,743 staff (2,957 including casual staff). The majority of the Council’s workforce at this date was female (74%); and the number of females who work part time is almost equal to the number that work full time (47% and 45%). 93% of the part-time workforce is female, meaning that any policy that affects more part-time staff than full-time staff will have a disproportionate impact on women.

Out of 123 senior manager posts 5 (4.1%) are less than 36 hours, currently all but one of these are occupied by women. Using the ONS definition of full time (30 hours per week) this changes to 2 posts (1.63%). The council recently ran an Aspiring Leader programme open to all staff between grades M to Q, this amounted to 234 staff. Out of this cohort 34 (14.5%) posts are less than 36 hours, 31 (91.2%) are currently occupied by women.

**Number of council staff by gender and contract status:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sex** | **Casual** | **Full Time** | **Part Time** | **Sessional** | **Total** |
| Female | 175 | 1019 | 979 | 6 | 2179 |
| Male | 39 | 658 | 79 | 2 | 778 |
| **Total** | **214** | **1677** | **1058** | **8** | **2957** |

**Pay Gap**



**Definition of Gender Pay Gap:** Nationally Men working full-time continue to have higher median hourly and weekly earnings than women. The median full-time gender pay gap is the difference in percentage terms between the median earnings of women and men working full-time.

The average median hourly rate across the council is £13.81. The council doesn’t pay bonuses, so there is no bonus gap for any of the protected characteristic groups.

According to the [Office for National Statistics](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021) in the national median gender pay gap is 15.4% (October 2021). At the moment there is no published mean. The average median pay gap across Local Government is 12.2%. Knowsley Council reported a median gender pay gap of 9.43% and a mean gender pay gap of 13.98% for the year 2020.

**Sex (Gender)**

Out of these, 2,721 counted as full-pay relevant employees; 2,179 were female and 778 were male.

The median hourly rate across the council for women the rate is £13.28 and for men it is £14.66, meaning there is a median pay gap of 9.41%. This is a decrease of 0.03% (from 9.44%) on the pay gap reported in the Council’s 2021 report. This is also significantly lower (i.e., better) than the national median gender pay gap of 14.9%[[2]](#footnote-3) and the Local Government pay gap of 12.2%.

Out of the 1,610 staff who work full-time for Knowsley Council, 964 are female and 646 males. The average median hourly rate for all full-time staff is £16.51. The average median hourly rate for male full-time staff is £15.15 and for female staff it is £16.70, meaning that there is a full-time median gender pay gap of -10.27%, which is interpreted as no pay gap at all.

Out of the 1,045 staff who work part time for Knowsley Council, the vast majority are female (964) with 81 men working less than full-time hours. The average median hourly rate for all part-time staff is £10.67. The median average hourly rate for male part-time staff is £10.62 and female staff is £10.68 meaning that there is a part-time gender pay gap of -0.6%. The council’s complete [Gender Pay Gap Report](https://www.knowsley.gov.uk/your-council/policies,-plans-and-strategies/people/equality-diversity)  is also available.

**Disability**

For disability the mean average hourly pay for staff with a disability is £16.72, the mean average hourly pay for staff without a disability is £15.82 making a pay gap of -5.7%. The median hourly rate for staff with a disability is £14.66; the median average pay for staff who haven’t declared a disability is £14.66. This equates to a median pay gap of 0%.

**Ethnicity**

The average mean hourly pay for Black, Asian, Minority Ethnic staff £17.51, for staff who identify as White British it is £16.26 making a mean pay gap of -7.7%. The median hourly rate for Black, Asian, Minority Ethnic staff is £16.61, for staff who identify as White British it is £14.66. These equates to a median pay gap of -13%, this is interpreted as no pay gap at all.

**Median Gender Pay Gap**

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The average median hourly rate across the council is £13.81; for women the rate is £13.28 and for men it is £14.66, meaning there is a median pay gap of 9.41%.

This is a decrease of 0.03% (from 9.44%) on the pay gap reported in the Council’s 2021 report. This is also significantly lower (i.e., better) than the national median gender pay gap of 14.9%[[3]](#footnote-4) and the Local Government pay gap of 12.2%.

|  |  |
| --- | --- |
| Male | £14.66 |
| Female | £13.28 |
| Difference | £1.38 |

9.41%

**Median full-time gender pay gap**

Out of the 1,610 staff who work full-time for Knowsley Council, 964 are female and 646 males. The average median hourly rate for all full-time staff is £16.51. The average median hourly rate for male full-time staff is £15.15 and for female staff it is £16.70, meaning that there is a full-time median gender pay gap of -10.27%, which is interpreted as no pay gap at all. This means that women who work full time get paid on average more than men who work full time.

**Median part-time gender pay gap**

Out of the 1,045 staff who work part time for Knowsley Council, the vast majority are female (964) with 81 men working less than full-time hours. The average median hourly rate for all part-time staff is £10.67. The median average hourly rate for male part-time staff is £10.64 and female staff is £10.68 meaning that there is a part-time gender pay gap of -0.4%, which is interpreted as no pay gap at all.

**Mean Gender Pay Gap**

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The average mean hourly rate across the council is £15.59, the mean hourly rate for females is £14.60 and the mean hourly rate for men is £16.74. This equates to a mean pay gap of 12.78%, an increase of 1% on the 2021 report.

|  |  |
| --- | --- |
| Males | £16.74 |
| Females | £14.60 |
| Difference | £2.14 |

**Mean full-time gender pay gap**

Out of the 1,610 staff who work full-time for Knowsley Council, 964 are female and 646 males. The average mean hourly rate for all full-time staff is £17.93, for male full-time staff it is £17.72 and for female full-time staff it is £18.06, meaning that there is a full-time mean, gender pay gap of -1.92%. This is interpreted as no pay gap at all.

**Mean part-time gender pay gap**

Out of the 1,045 staff who work part time for Knowsley Council, the vast majority are female (964) with 81 men working less than full-time hours. The average mean hourly rate for part-time staff is £12.22, male part-time staff is £12.10 and for female staff it is £12.23, meaning that there is a part-time mean gender pay gap of 1.07%. This is interpreted as no pay gap at all.

**Proportion of Men and Women Receiving Bonuses**

Knowsley Council does not operate any performance related pay or bonus scheme and therefore there is no bonus gender pay gap.

## Sex (Gender) – Quartile Distribution

The Gender Pay Gap reporting legislation requires that the Council publishes the number of full-pay relevant men and women in each quartile of the pay structure.

**Lower Quartile Lower Middle Quartile**

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 571 | 83.85 |
| Male | 110 | 16.15 |
| **Grand Total** | **681** | 100 |

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 469 | 68.97 |
| Male | 211 | 31.03 |
| **Grand Total** | **680** | 100 |

**Upper Middle Quartile Upper Quartile**

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 495 | 72.79 |
| Male | 185 | 27.21 |
| **Grand Total** | **680** | 100.00 |

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 445 | 65.44 |
| Male | 235 | 34.56 |
| **Grand Total** | **680** | 100.00 |

The data shows there are substantially more female employees in the lower quartile than male employees. The Lower Middle and Upper Middle Quartiles are more representative. 28.8% of the Council’s female employees are in the lower quartile pay band; whereas 31.7% of the Council’s male employees are in the upper quartile pay band.

The graph below shows the distribution of full-pay relevant staff by sex across the quartiles. It clearly illustrates how women make up the majority of the workforce, yet the numbers of women in each of the quartiles reduces as pay increases, the opposite occurs with the men in the workforce.

## Sex (Gender) – Pay Gap by Quartile Distribution

The graph below shows the pay gap by quartiles. The graph highlights that there is a negative or neutral (under 2%) pay gap for both the mean and median pay gaps in the lower, lower middle and upper middle quartiles, this amounts to no pay gap at all. However, the upper quartile shows a pay gap for both mean (7.08% and median 3.56%). This a decrease of 0.73% on the mean from 2021 and a reduction of 0.07% from the median upper pay quartile gap in 2021.

The graph below shows the downward trend in reducing both the mean and median gender pay gaps since 2018 when we began reporting the pay gap by quartile.

1. Revised (second) edition, 19 December 2011 [↑](#footnote-ref-2)
2. Reported by the Office for National Statistics as of October 2022 [↑](#footnote-ref-3)
3. [Reported by the Office for National Statistics as of October 2022](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022) [↑](#footnote-ref-4)