Knowsley Metropolitan Borough Council

Gender Pay Report

2023

**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.

We are committed as an organisation to strengthen this work further and in turn look for ways to further reduce our gender pay gap. We recognise that the impact of key events such as the cost of living crisis and the covid-19 pandemic on our workforce and this has made us more committed than ever to understand our pay gaps and work strategically to ensure everyone feels they belong here.

This is Knowsley Council’s Gender (Sex) Pay information report for the snapshot date of 31st March 2023. 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 are 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 in 2021, and gender identity in 2023 but as yet we do not have enough data to report on workforce.

### **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 14.3% (November 2023). At the moment there is no published mean. The average median pay gap across Local Government is 2.5%. Knowsley Council reported a median gender pay gap of 9.41% and a mean gender pay gap of 12.78% for the year 2022, the Gender Pay Gap for 2023 has reduced by over 2% to 7.3%. Traditional occupational segregation remains a feature with a high number of women in part-time roles and other authorities reporting a more favourable gap than the Council are likely to have fewer female employees than KMBC.

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 2023 there were 2,993 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 (74.1%).

|  |  |  |
| --- | --- | --- |
|  | No. | % |
| Female | 2218 | 74.1 |
| Male | 775 | 25.9 |
| **Grand Total** | **2993** | **100.0** |

**Sex (Gender and contract)**

As of 31st March 2023, Knowsley Council’s workforce headcount was 2,584 staff (2,993 including casual staff). The majority of the Council’s workforce at this date was female (74.1%); 91.6% 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 the 2993 staff employed, 2,823 counted as full-pay relevant employees; 2,075 (73.5%) were female and 748 (26.5%) were male.

Out of 133 senior officer posts 3 (2.3%) are less than 30 hours, currently all of these posts are occupied by women.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Female** | **Male** | **Total** |
| CASUAL | 73 | 8 | 81 |
| Full Time | 1033 | 658 | 1691 |
| Part Time | 969 | 82 | 1051 |
| **Grand Total** | **2075** | **748** | **2823** |

**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 £15.11.

The median hourly rate across the council for women is £14.84 and for men it is £16.01, meaning there is a median pay gap of 7.3%. This is a decrease of 2.1% (from 9.41%) on the pay gap reported in the Council’s 2023 report. This is also significantly lower (i.e. better) than the national median gender pay gap of 14.3%[[1]](#footnote-2) but higher than the Local Government pay gap of 2.5%[[2]](#footnote-3).

The percentage of female staff across KMBC is higher than in neighbouring authorities which may be contributing to this gap. It should also be noted that the data used to compare KMBC Gender Pay Gap to Local Government overall has changed, as previously this included all government departments including areas such as defence, whereas now it is reported nationally just includes local authorities. Whilst this is extremely positive, we will continue to look at ways to reduce this further.

|  |  |
| --- | --- |
| Male | £16.01 |
| Female | £14.84 |
| Difference | £1.17 |

**Median full-time gender pay gap**

7.3%

Out of the 1,691 staff who work full-time for Knowsley Council, 1033 are female and 658 males. The average median hourly rate for all full-time staff is £17.53. The average median hourly rate for male full-time staff is £16.47 and for female staff it is higher at £18.02; meaning that there is a full-time median gender pay gap of -9.4%, which is interpreted as no pay gap at all. This has been the case since we began reporting in 2018.

**Median part-time gender pay gap**

Out of the 1,051 staff who work part time for Knowsley Council, the vast majority are female (969) with 82 men working less than full-time hours. The average median hourly rate for all part-time staff is £11.74. The median average hourly rate for male part-time staff is £11.70 and female staff is £11.74 meaning that there is a part-time gender pay gap of -0.34%. This is interpreted as no pay gap at all and has been the case since we began reporting in 2018.

**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 £16.85. The mean hourly rate for females is £16.26 and the mean hourly rate for men is £18.48. This equates to a mean pay gap of 12%, a decrease of 0.78% on the 2022 report.

|  |  |
| --- | --- |
| Males | £18.48 |
| Females | £16.26 |
| Difference | £2.22 |

**Mean full-time gender pay gap**

Out of the 1,691 staff who work full-time for Knowsley Council, 1033 are female and 658 males. The average mean hourly rate for all full-time staff is £19.17, for male full-time staff it is £19.11 and for female full-time staff it is £19.20, meaning that there is a full-time mean gender pay gap of -0.09%. This is interpreted as no pay gap at all and has been the case since we began reporting in 2018.

**Mean part-time gender pay gap**

Out of the 1,051 staff who work part time for Knowsley Council, the vast majority are female (1033) with 82 men working less than full-time hours. The average mean hourly rate for part-time staff is £13.39, male part-time staff is £13.74 and for female staff it is £13.36, meaning that there is a part-time mean gender pay gap of 0.38%. This is interpreted as no pay gap at all and has been the case since we began reporting in 2018.

**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 quartile data by dividing the workforce into four equal size groups. These four groups will be separated according to the hourly pay rate, starting from the lowest paid in quartile 1 to the highest paid in quartile 4[[3]](#footnote-4).

**Lower Quartile Lower Middle Quartile**

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 542 | 76.9 |
| Male | 163 | 23.1 |
| **Grand Total** | **705** | 100 |

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 557 | 78.9 |
| Male | 149 | 21.1 |
| **Grand Total** | **706** | 100 |

**Upper Quartile (K and above)**

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 459 | 65 |
| Male | 247 | 35 |
| **Grand Total** | **706** | 100 |

**Upper Middle Quartile**

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 517 | 73.2 |
| Male | 189 | 26.8 |
| **Grand Total** | **706** | 100 |

74.1% of the Knowsley workforce are female. The data split by quartile shows that the number of females in the upper middle quartile is just under representative of the overall organisation, whilst the number of females in in the lower quartile and lower middle quartile are over representative. In the upper quartile, 65% are female, 9.9% less representative than the organisation overall.

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.

1. Reported by the Office for National Statistics as of November 2023 [↑](#footnote-ref-2)
2. Previously available figures used for comparison were Local Government and Defence these are now being reported separately. [↑](#footnote-ref-3)
3. As this is based on hourly pay, it doesn’t necessarily reflect council pay grades. Employees who do overtime, duty or other additional hours may have an increased hourly rate. [↑](#footnote-ref-4)