**GENDER PAY GAP REPORTING** - **based on information as at 31st March 2021.**

The Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and to publish the results on both the Council website and a Government website.

The data captured is a snapshot based on information as at 31st March 2021

The data required relates to calculations that show the difference between the average earnings of male and female employees. It does not involve publishing individual employee data.

The pay calculations are based on gross pay calculated before deductions at source.  “Pay” includes basic pay, paid leave, allowances, and shift pay.  It does **not** include any overtime pay, expenses, redundancy or any other termination pay.

Gender Pay Reporting is established by capturing data from HR and payroll records from within the Council’s HR and Payroll data system.

The figures relate to centrally employed staff and do not include staff employed by schools. Schools Governing bodies are required to publish their own data but only if they employ over 250 employees covered by the legislation.

The duty to publish annual information relating to pay includes;

* The difference in the mean and median pay of male and female employees; and
* The numbers of male and female employees employed in quartile pay bands.

In calculating the mean and median pay gap, employees who are not on full pay due to being on leave are excluded. Leave includes maternity, paternity, adoption, parental and shared parental leave, sick leave, annual leave and special leave.

Sefton’s figures relate to a total workforce of 3582 staff. 66.5% of which are females (2378) and 33.5% are males (1204). In terms of employees holding multiple jobs each role performed would register separately. Therefore, in terms of one female employee with 2 distinct roles, the statistics would define two females with two distinct hourly rates of pay.

**SEFTON MEAN FIGURES**

The mean hourly rate is calculated by adding together all hourly rates and dividing by the number of employees

**Male Mean Hourly Rate = £ 14.91**

**Female Mean Hourly Rate = £ 14.58**

**Overall differential = £0.33. The Mean gender pay gap is the overall differential represented as a percentage of the male mean hourly rate which equates to 2.21%.**

**SEFTON MEDIAN FIGURES**

The median hourly rate is calculated by ranking all the various hourly rates from highest to lowest and simply selecting the mid figure.

**Male Median Hourly Rate = £ 11.59**

**Female Median Hourly Rate = £ 11.82**

**Overall differential = £-0.23. The Median gender pay gap is the overall differential represented as a percentage of the male median hourly rate which equates to -1.98%.**

Sefton’s pay gap figure of 2.21% mean and -1.98% median is acceptable when put in the context of the comparator figures of other employers.

**QUARTILES**

The statistics published rank employees into 4 quartiles from lowest hourly rate to highest hourly rate. The quartiles are derived simply by dividing into 4 sections each containing (so far as possible) an equal number of employees. The proportion of male and female employees in each quartile is published as a percentage. Sefton’s figures are as follows;

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Quartile** | **Upper Pay range from Highest paid officer (chief Executive) to £18.00 per hour** | **Upper Middle Pay range from £18 to £11.82 per hour** | **Lower Middle Pay range from £11.82 to £10.09 per hour** | **Lower Pay range from £10.09 to £9.50 and including apprentice pay rates from £9.16 - £6.45** | **Total employees** |
| **Total No Employees** | 895 | 896 | 896 | 895 | 3582 |
| **Female** | 604 | 610 | 547 | 617 | 2378 |
| **Male** | 291 | 286 | 349 | 278 | 1204 |
| **Female %** | 67 | 68 | 61 | 69 | 66.5% |
| **Male %** | 33 | 32 | 39 | 31 | 33.5% |

***The pay rates relate to pay applicable as at 31.3.2021, prior to the application of a pay award from 1.4.2021***

**SEFTON QUARTILE FIGURES**

* Of the top 50 highest pay rates in the Council as at 31.3.2021, 21 were male and 29 were female.
* There is a higher percentage of female employees than male in all 4 quartiles.
* The lower pay rates include roles such as Test centre site operatives (Covid19), school crossing patrol and cleaners. Some of the employees in this quartile operate in multiple jobs.

**BONUS FIGURES**

Bonus payments were paid to former Arvarto staff transferred into Sefton. Under the former Arvarto Terms and conditions bonus payments were made in December each year relative to the period 1st January – 31 December as one-off payments.  The Customer Centric Service review was implemented on 1st February 2021and back-dated 1st September 2020. Some pay adjustments were made in February/March 21 but all bonus payments ceased with effect from 31.8.2020.

March 2022

Paul Cunningham (Personnel manager Pay, Benefits and Strategy) on behalf of Chief Personnel Officer