



Gender Pay Gap Report 2022

What is a Gender Pay Gap Report?

What is a gender pay gap?

The gender pay gap is a measure of the difference between the average hourly pay males receive and the average hourly pay females receive. The pay gap is presented as both a mean and median average and is shown as a percentage; the lower the percentage the smaller the gender pay gap.

This is different to equal pay, which means that there should be no difference in the pay and contractual terms of a female and a male doing the same or similar work (or work of equal value) for the same employer.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Employers with over 250 employees are required to report their gender pay gap information on an annual basis.

The information reported relates to the information for the previous year, as of 31st March for public sector organisations. The figures provided in this report relate to the year ended 31st March 2022.

We are required to report the following data:

- The mean and median difference between hourly rates of pay for male and female employees.
- The mean and median difference in bonuses paid to male and female employees.
- The proportions of male and female employees who receive bonuses.
- The percentage of male and female employees in each pay quartile.

Just to let you know...

Babergh and Mid-Suffolk District Councils are required to report the data separately as they remain two sovereign Councils, however, the Councils have a joint workforce, and the combined results are those that are the most relevant for the purpose of this report.

This report fulfils the requirements set out and details what we are doing to close the gender pay gap.

We are legally obliged to report on Male and Female data, however we do acknowledge employees may choose to self-identify as other types of gender.

We also aspire to broaden our data collection and reporting in the future to include Ethnicity pay gap.

How is this gender pay gap report structured?

Page 2 - What is Gender Pay Gap
Page 3 - Message from our Chief Executive
Page 4 - Measuring the Gender Pay Gap
Page 5 - Pay Quartiles
Page 6 - 2022 Joint Workforce Pay Quartiles
Page 7 - Closing the Gender Pay Gap

What is the national picture?

The Annual Survey of Hours and Earnings (ASHE) 2022, reported a gender pay gap of **8.2%** based on data inclusive of full-time employees across the whole economy. This is based on median hourly earnings. This was a slight increase from 7.7% in April 2021. The ONS have warned data disruption may be present due to the Covid pandemic and long-term trends should be the focus, rather than year-on-year changes.

Public Sector was 11.2,% (12% in 2021) Private Sector 13.8% (13% in 2021) and Non-profit or mutual associations 12.6% (15.8% in 2021)

- Source: XpertHR, ONS gender pay gap data: ASHE 2022



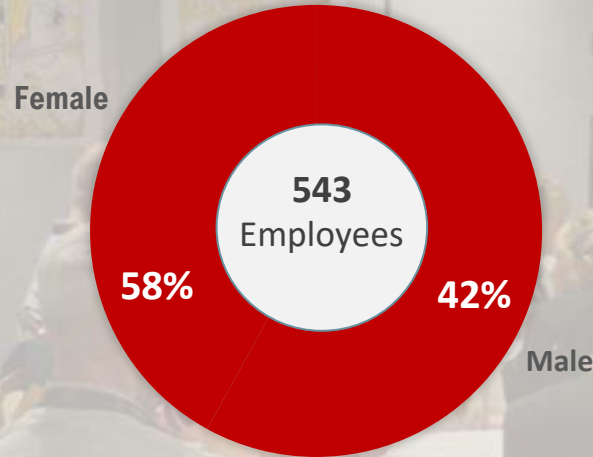
Message from Arthur Charvonia

At Babergh and Mid Suffolk District Councils, we recognise the important role that monitoring and closing our gender pay gap plays in breathing life into our values; which were developed by our employees themselves. We value our people, our customers, being open and honest, taking ownership and being ambitious. This is the 6th year we have reported our gender pay gap and I'm proud to say that we are continuing to foster an inclusive environment for a diverse and loyal workforce, which has an average length of service of **10.41** years as at 31/03/2022.

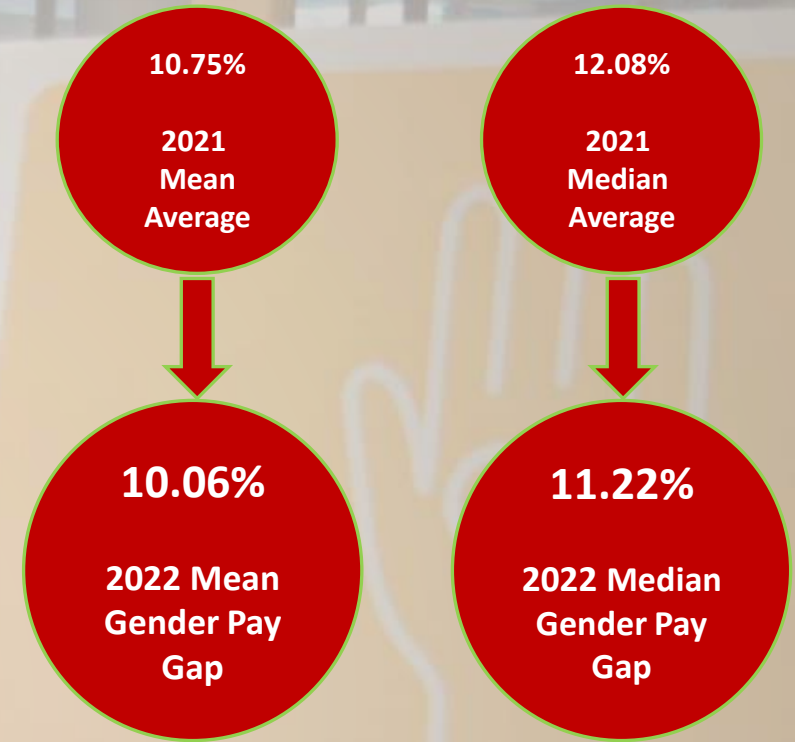
We offer a wide range of training and career opportunities across all grades throughout the Councils, and I am delighted to report that our gender pay gap for the joint workforce has reduced again since our 2021 report. The median average is now **11.22%**, an improvement from 12.08%, with the mean average also demonstrating a smaller gap at **10.06%**, down from 10.75%.

Babergh and Mid Suffolk District Councils remain committed to promoting fairness, honesty, integrity and creating an environment where all employees can thrive and be themselves. We continue to focus on long term solutions to carry on closing the gender pay gap and we are dedicated to equality for all.

EMPLOYEES ON 31/03/2022



AVERAGE LENGTH OF SERVICE 31/03/2022



- A **mean average** is calculated by adding up all the numbers in a list and dividing the total by the number of numbers in that list.
- The **mean gender pay gap** is the difference between the mean average hourly rate of pay for females, compared to the average hourly rate of pay for males.

- A **median average** is identified as the middle value when data is placed in numerical order.
- Therefore, the **median gender pay gap** is the difference between the median hourly rate of pay for females compared to the median hourly rate of pay for males.

Measuring our Gender Pay Gap Data

Why Mean and Median Averages?

A median average 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.

Our Data

This report is based on a snapshot of our workforce on 31st March 2022, at which point we had a total of 543 employees. Of these, 58% were female and 42% were male. The data is based on hourly rates of pay.

2022 Bonus Payments

We did not award any bonus payments

- Our mean gender bonus gap is 0%.
- Our median gender bonus gap is 0%.
- The proportion of male employees who received a bonus is 0%.
- The proportion of female employees who received an award is 0%.

Council	2017 Median average gender pay gap	2018 Median average gender pay gap	2019 Median average gender pay gap	2020 Median average gender pay gap	2021 Median average gender pay gap	2022 Median average gender pay gap
Babergh District Council	28.3%	27.8%	24.2%	21.0%	17.87%	17.3%
Mid Suffolk	17.0%	11.42%	14.3%	11.0%	10.75%	10.6%
Babergh and Mid Suffolk Joint workforce	19.7%	20.2%	14.85%	15.57%	12.8%	11.2%

Council	2017 Mean average gender pay gap	2018 Mean average gender pay gap	2019 Mean average gender pay gap	2020 Mean Average gender pay gap	2021 Mean Average gender pay gap	2022 Mean Average Gender pay gap
Babergh District Council	22.8%	20.8%	19.1%	13.5%	13.83%	10.83%
Mid Suffolk District Council	7.7%	9.2%	10.9%	8.9%	6.78%	15.25%
Babergh and Mid Suffolk Joint workforce	13.9%	14.1%	14.3%	11.0%	10.75%	10.6%

Pay Quartiles

We divide our pay records into four even quartiles in line with our clearly defined pay grades, which enables us to calculate the percentage of male and female employees in each quartile.

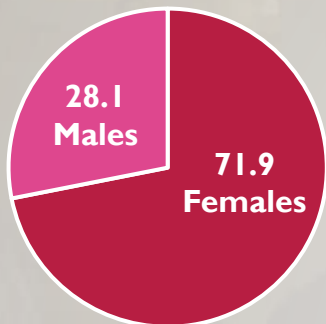
Quartile	Lower	Lower	Lower Middle	Lower Middle	Upper Middle	Upper Middle	Upper	Upper
	Apprentice to Grade 3	Apprentice to Grade 3	Grade 3 to Grade 4	Grade 3 to Grade 4	Grade 5	Grade 5	Grade 6 and above	Grade 6 and above
	Female	Male	Female	Male	Female	Male	Female	Male
Joint Workforce								
2020	75.2	24.8	52.0	48.0	55.2	44.8	44.0	56.0
2021	78.6	21.4	50.4	49.6	56.5	43.5	46.6	53.4
2022	71.9	28.1	54.3	45.7	52.9	47.1	46.0	54.0
Babergh								
2020	74.6	25.4	66.1	33.9	48.3	51.7	45.8	54.2
2021	78.8	21.2	61.1	38.8	53.7	46.3	45.5	54.5
2022	67.6	32.4	68.1	31.9	46.4	53.6	47.8	52.2
Mid Suffolk								
2020	50.0	50.0	53.0	47.0	54.5	45.5	61.5	38.5
2021	79.7	20.3	61.5	38.5	43.1	56.9	50.0	50.0
2022	75.7	24.3	55.1	44.9	45.7	54.3	45.7	54.3

Babergh and Mid Suffolk District Councils ensure that the pay and grading of our jobs are fair and non-discriminatory. We comply with equal pay legislation through adhering to a robust job evaluation scheme.

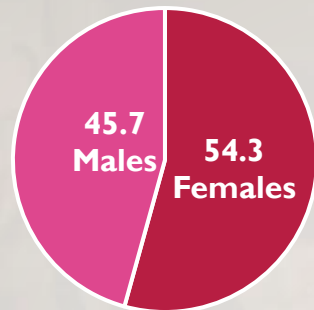
Our Senior Leadership Team including Directors, Deputy CEO and CEO have a gender split of 64% Female and 36% Male.

2022 Joint Workforce Percentage Pay Quartiles

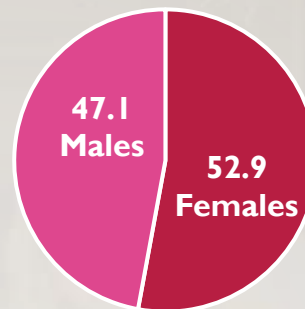
Lower Quartile



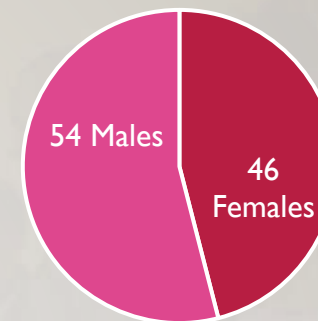
Lower Middle Quartile



Upper Middle



Upper



Across the two Councils, we have a **similar number of males and females** in the lower middle, upper middle and upper quartiles. Notably, we have **more females than males** in the lower middle quartile across the joint workforce, which is encouraging when we consider our **talent pipeline** and the **importance of having females represented in skilled and senior roles**.

In line with previous years, our gender pay gap arises in the lower quartile, which is comprised of 139 employees. 100 of these positions are held by females and 44% of them work part time hours. Of the 39 males in the lower quartile, 5.13% of them work part time. The male population is under-represented in this area, however the figures are indicative of females still being more likely to require part time positions to undertake childcare or caring responsibilities. This is reflected across all four quartiles, with **part time positions being occupied by 119 (82.4%) females in comparison to 21 males (17.6%)**.

The Councils are continuing to support a **hybrid approach to working**, something which has been **essential to the successful delivery of services** during the pandemic. Employees wishing to return from maternity leave on different working arrangements are accommodated wherever possible. A **flexible approach wherever possible**, opens **opportunities for males and females** to be supported with achieving a good work/life balance.

Closing our Gender Pay Gap

Actions To Date

Recruitment

Through robust and fair selection processes and tools, such as consistent scoring methods and structured interviews, our recruitment processes work to reduce unconscious biases and encourage gender diversity. We aim to have gender balanced interview panels wherever possible, and all our vacancies are advertised internally to give everyone a fair chance to access opportunities.

Equality Impact Assessments

We encourage anyone making a change to a policy, project, service, function or scheme (or creating a new one) to complete an Equality Impact Assessment to make sure that we are not creating systems which stifle diversity and inclusion.

Access to Career Opportunities and Development

Promotion of career development for women and men, exploring the use of the Apprenticeship Levy and dedicating funds for this purpose.
Continued promotion of job sharing and part time working for new vacancies, so that skilled individuals requiring flexibility aren't excluded from career opportunities.

Coaching and Mentoring

Active promotion of the coaching and mentoring scheme.

Family Friendly Policies

We have an occupational maternity pay scheme which pays higher than the statutory levels and enhanced occupational shared parental pay. This helps to retain our skilled employees through supporting them and their family commitments. We regularly review our policies and guidance to ensure they are fair and compliant.

Technology

We provide appropriate technology to allow flexibility around when and where individuals work, through our agile working ethos and policy.

Values

Our organisational values set the tone for respect, equality and empowerment within the Councils' culture.

Closing our Gender Pay Gap

Future Actions and Next Steps

During 2022 and beyond, our intention is to continue with the actions we have already committed to, which are working well for us. We will continue to explore new ways to close the gender pay gap where we can.

- We have Implemented a **new HR system** which has improved reporting functionality. This will enable us to make better use of our data in several ways, for example in recruitment. We will be able to assess the diversity of the applications we receive for vacancies across both of our Councils. In turn, we will be able to adapt and tailor our approach to candidate attraction to encourage gender diversity in the areas we consider to be under-represented.
- We have **redesigned our main office space** to encourage collaborative working and support flexible working policies – supporting employees across all grades to contribute towards creating a working pattern which works best for them and their team.
- Work has recently begun on **talent analytics** – identifying skills gaps and mapping out learning and development programmes in a non-bias way, taking into consideration gender representation at all levels.
- **Pay and Reward Review** - we have recently started an organisational review to implement a new pay and reward framework in 2023 will ensure fair, consistent, competitive pay and benefits package to attract and retain our people.
- **Job Evaluation** - a new job evaluation system will be implemented in 2023 with the Pay and reward review to ensure we continue to have a robust and fair job evaluation process.