Foreword

Gender pay gap requires employers with 250 or more employees to publish various figures to demonstrate how large the pay gap is between their male and female employees. As a public sector organisation this demonstrates our compliance under the Public Sector Equality Duty.

Doncaster Council is committed to the promotion of equality of opportunity and choice for all employees. A diverse and inclusive workforce isn’t just good for women – it’s good for everyone.

Mayor Ros Jones and I are the only female elected Mayor and Chief Executive combination in the UK and we take our jobs as female role models very seriously, and deliberately and unashamedly encourage other women.

It is right that as a public sector organisation we reflect the community we serve, this means empowering talented people at all levels of the council, and ensuring people are developed and trained in line with their high ambitions and aspirations. Ultimately public services rely on us making the best use of the talent and skills that everyone brings to our workplace.

We have additionally taken significant actions to develop economic freedom for people within the Council. It makes good economic sense to get the most from people, and it is from this standpoint that we addressed low pay with the introduction of the foundation living wage. We are also proud that our organisation has working hours and practices which are flexible, and enable people to balance work and life in a sustainable way therefore encouraging more women to make their career in the public sector and also support more women in returning to work on a flexible basis.

We also want to shape our community to ensure good growth, where nobody is left behind. So not only are we raising the aspirations of our workforce we are also supporting our wider community by addressing educational attainment, supporting work experience and taking on record numbers of apprentices.

So let’s acknowledge the value of inclusion and the power of harnessing diversity!

I hope that you find this report both insightful and informative.

Jo Miller
Chief Executive, Doncaster Council
Case Studies: Our People

“I have worked for Public Building Maintenance since 2009 where I joined as a Heating and Ventilation apprentice. Despite enjoying working on the tools I was always eager to progress into a more leading role.

I am now responsible for a team of 15 heating engineers. Since taking on the role of Mechanical Production Manager 1 ½ years ago I have felt extremely supported by the organisation. I now want to help my team develop and progress through their own careers.”

Alex Holman - Mechanical Production Manager

“My whole journey with Doncaster Council has been both rewarding and challenging in developing a great career in Local Government, starting as an Apprentice with opportunities to work and learn new skills in a number of diverse services to becoming Assistant Director of HR and Communications; and proud to be one of our senior female leaders and role models.

Thanks to my experience with Doncaster Council, I now have a real passion for coaching, mentoring and inspiring others to be the best they can be and reaching their full potential.”

Jill Parker - Assistant Director
Human Resources, Communications and Executive Office

“My journey with Doncaster Metropolitan Borough Council started 13 years ago, working my way up from a ‘temp’ admin assistant to a PA and now managing and organising major local and national Elections.

I was provided with an opportunity to shine and I am very proud to work for an employer that recognises potential and is a strong champion of women and diversity in the workplace.”

Trina Barber - Electoral Services Manager
Local government has a powerful impact on all our lives. Nationally councils spend £94 Billion of taxpayers’ money each year, almost a quarter of public spending; they employ over 1.5 million people, 78% of whom are women.

Like most of the public sector, Doncaster is no different, 70% of our total workforce are female.

Unlike most employers who operate and will be analysing their pay in a single sector; our workforce comprises a wide range of industry sectors, including but not limited to; construction, transportation, education, health, arts and recreation, information technology and communication, financial, cleaning, catering, caring and professional business support services.

Total organisational demographic

<table>
<thead>
<tr>
<th>Category</th>
<th>Total people in category</th>
<th>% Female</th>
<th>% Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management</td>
<td>47</td>
<td>42%</td>
<td>58%</td>
</tr>
<tr>
<td>Specialist &amp; Supervisory and Professional</td>
<td>332</td>
<td>56%</td>
<td>44%</td>
</tr>
<tr>
<td>Technical</td>
<td>1359</td>
<td>62%</td>
<td>38%</td>
</tr>
<tr>
<td>Front Line Service &amp; Support</td>
<td>2608</td>
<td>75%</td>
<td>25%</td>
</tr>
</tbody>
</table>

The largest proportion of our workforce (over half) work in frontline and support service roles. 75% of this category are female.

The more reliable indicator of the gender pay gap is the proportional pay gap. This takes account of the above workforce composition, and shows that across all grades, there is no significant gender pay gap.

We are not complacent, and work hard to ensure that Doncaster Council promotes diversity, equality of opportunity and choice for our communities and employees.

We continue to monitor our workforce, empower talent at all levels to ensure we have working hours and practices which are flexible, and enable people to balance work and life in a sustainable way.
Background

All public sector employers are required to publish information about gender pay gaps by 31 March 2018. This information is based on a snapshot date of pay on 31 March 2017. At this date the workforce comprised of 70% female and 30% male with 62% full and 38% part time.

This analysis looks at the gender pay differences within Doncaster Council, focusing on the overall pay difference between the male and female workforce. This figure is significantly affected by the employment of more females so it also looks deeper into pay to determine if there are any true pay inequalities across the workforce. A positive pay gap indicates that men are paid more, a negative pay gap indicates that women are paid more.

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work, not meeting this requirement has been unlawful UK for over 45 years. The gender pay gap is a measure of any disparity in pay between the average earnings of male and females.

What do we report on?

<table>
<thead>
<tr>
<th>Metric</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Mean gender pay gap</td>
<td>The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</td>
</tr>
<tr>
<td>Median gender pay gap</td>
<td>The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</td>
</tr>
<tr>
<td>Mean Bonus Gap</td>
<td>The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees</td>
</tr>
<tr>
<td>Median Bonus Gap</td>
<td>The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees</td>
</tr>
<tr>
<td>Bonus Proportions</td>
<td>The proportions of male and female relevant employees who were paid bonus pay during the relevant period</td>
</tr>
<tr>
<td>Quartile pay bands</td>
<td>The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands</td>
</tr>
</tbody>
</table>

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

Gender Pay Gap Calculation

\[ \text{Gender pay gap} = \frac{\text{Median pay men} - \text{Median pay women}}{\text{Median pay men}} \times 100 \]
Mandatory Gender Pay Analysis
Workforce Profile

There were 4346 staff working on the snapshot date of 31 March 2017. The gender pay gap analysis is based on head count as opposed to full-time equivalent numbers.

Average Weekly Hours Worked

Women's average hours: 25.48 hours
Men's average hours: 33.72 hours

Women work 8.24 hours less than men per week. Their hourly rate of pay is therefore less than men.

Gender Pay Gap - 31 March 2017

Mean - 31 March 2017
Average hourly rate of pay and the percentage difference between.

Women: £11.08
Men: £13.15

Gender pay gap: 15.7% (Men: £2.07)

Doncaster Council’s mean gap is lower than the national average of 18.1%**

Median - 31 March 2017
Middle hourly rate of pay and the percentage difference between.

Women: £9.24
Men: £11.71

Gender pay gap: 21.1% (Men: £2.47)

Doncaster Council’s median gap is lower than the national average of 23%***

** Office of National Statistics 2016 Annual Survey of Hours and Earnings
*** Chartered Management Institute 2016 Gender Pay Survey
Proportion Of Men And Women Receiving Bonuses

Doncaster Council does not operate any performance related pay or bonus scheme and therefore has no bonus gender pay gap.

**Bonus Gap - 0%**

Proportion Of Men And Women In Each Quartile Of The Pay Structure

These graphs show the workforce composition in each pay quartile. There are more women in the lower paid quarter. By comparison there is a more equal representation of men and women in the upper quarter.

We have a lot of women in the lower pay quartile of the council, however the proportional pay gap shows that when their hourly rate is compared, women are paid more than men.

These graphs link to the pyramid on page 4. It is a visual representation of the reason behind our mean and median gender pay gap.

**Lower Pay Quartile**

- Proportional Pay Gap: -3%
  - Women (88%)
  - Men (12%)

**Lower Middle Pay Quartile**

- Proportional Pay Gap: 0%
  - Women (69%)
  - Men (31%)

**Upper Middle Pay Quartile**

- Proportional Pay Gap: 0%
  - Women (67%)
  - Men (33%)

**Upper Pay Quartile**

- Proportional Pay Gap: 1%
  - Women (54%)
  - Men (46%)
Proportional Pay Gap Analysis And Figures

To be able to work out the overall proportional pay gap, we have had to take several steps to get to our final figure so bear with us!

Firstly we needed to find the individual gender pay gaps within each grade of the organisation by comparing the hourly pay of men and women. Once we have the gender pay gap we then weighted this figure according to the amount of women who work in that grade.

This is done by dividing the number of women within a particular grade by the total number of women working at the council, and then multiplying this figure by the gender pay gap at the grade.

The overall proportional pay gap is found by adding together all the individual proportional pay gaps.

As this calculation takes into account the difference in the number employees across the different grades, more significance is given to the grades with most employees.

The proportional pay gap is therefore a truer representation of the difference in pay between men and women within an organisation.

This analysis shows that across all grades there is no significant gender pay gap.

Proportional Pay Gap

-0.44%

Workforce Distribution Across The Grades By Gender

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Living Wage</td>
<td>88</td>
<td>879</td>
</tr>
<tr>
<td>Grade 5</td>
<td>218</td>
<td>550</td>
</tr>
<tr>
<td>Grade 6</td>
<td>230</td>
<td>484</td>
</tr>
<tr>
<td>Grade 7</td>
<td>183</td>
<td>371</td>
</tr>
<tr>
<td>CRAFT</td>
<td>81</td>
<td>4</td>
</tr>
<tr>
<td>Grade 8</td>
<td>161</td>
<td>282</td>
</tr>
<tr>
<td>Grade 9</td>
<td>163</td>
<td>199</td>
</tr>
<tr>
<td>Grade 10</td>
<td>92</td>
<td>110</td>
</tr>
<tr>
<td>Grade 11</td>
<td>22</td>
<td>33</td>
</tr>
<tr>
<td>Grade 12</td>
<td>24</td>
<td>9</td>
</tr>
<tr>
<td>SMG</td>
<td>17</td>
<td>13</td>
</tr>
<tr>
<td>Assistant Director</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Chief Executive and Directors</td>
<td>4</td>
<td>1</td>
</tr>
</tbody>
</table>
Proportional Gender Pay Gap By Individual Grade

The proportional pay gap compares the hourly rate of men and women on a like-by-like basis across every grade. The percentage difference demonstrates for each grade how women are affected. A negative figure means that on average across the grade, women are paid more than men.

Overall proportional pay gap -0.44%
Additional Analysis And Figures

The overall gender pay gap is a high level, non adjusted indicator of male and female earnings. The gap is therefore significantly affected by the make up of the workforce which is 69.49% female. These women are often attracted by the council’s flexible working provisions.

The Gender Pay Gap is also affected by workforce distribution. The majority of the council’s staff are in the lower grades, this means that the overall pay gap is distorted, reflecting workforce composition rather than pay inequalities. This is particularly evident in the cleaning, catering and care services which have a large female workforce. These services account for 53% and 59% of the mean and median gender pay gap.

The Council has therefore undertaken further analysis to put the gender pay reporting in context and take account of the different composition and distribution to measure if any true gender pay gaps exist.

FTE Gender Pay Gap
Doncaster Council has also calculated the full-time equivalent (FTE) gender pay gap for male and female employees.

This FTE salary gap is lower than national figures by £1,749

£3,985

£21,382
Average FTE salary for women

15.7%

UK:
** £5,734
*** £8,964

£25,367
Average FTE salary for men

Average Earnings Gender Pay Gap
Doncaster Council has also calculated the average earnings gender pay gap for male and female employees.

This actual salary gap is lower than national figures by £1,636

£7,812

£15,502
Average actual salary for women

33.5%

UK:
** £9,448

£23,314
Average actual salary for men

Key

Female  Male  National comparison data  Council proportionl pay gap

Contacts

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