Welcome to our 2018 Gender Pay Gap Report

2018 has been another fantastic year for Doncaster as we continue our efforts to achieve the very best for our place and the people, who learn, work, live, and care here. We are passionate about promoting a diverse and inclusive work environment and I know we wouldn’t be where we are without our brilliant workforce.

I am pleased to see our reported outcomes this year continue to show no proportional gender pay inequality in our organisation. Our proportional pay gap remains low and our mean and median pay gaps continue to reflect our workforce profile that is predominantly female. It is pleasing to see these gaps reducing due in the main to a decrease in the numbers of staff on the lowest grades and increases in the pay rates following implementation of nationally agreed pay awards and a continued commitment to reduce low pay.

We have continued with our progressive policies and programme of activity to support our culture of equality, diversity and inclusion, our flexible employment provisions and our commitment to career progression and development continue; for example, we’ve introduced unconscious bias training and are developing programmes to expand this and promote Doncaster Council as an inclusive place to work. We’ve introduced new style job profiles aligned to a skills framework reflecting the changing nature of public services and focus on the skills and behaviours that are required to deliver great, inclusive services.

Mayor Ros Jones and I continue with our passion and drive to support more women to achieve their full potential and I am encouraged to see a significant number of women being promoted, accessing our leadership development and taking advantage of our apprenticeship programmes; and I’m delighted to introduce more of our fantastic female role models we have across the council.

I’m also pleased to share that our transparency work on promoting gender pay gap reporting received a commendation at the Global Equality and Diversity Awards 2018 with the judges particularly liking the way in which we had, and continue to provide advice and guidance to other organisations in supporting them on their ‘Gender Pay Journey’.

I am incredibly proud of our amazing, diverse and hardworking council and I hope you find this report both insightful and informative.

Jo Miller

Chief Executive, Doncaster Council
Case studies: Our People

My personal journey of working with Doncaster Council goes back to the late 1980’s when I worked as a Home Help, my passion to make a difference to people’s lives is where I’ve always got my motivation, and these early experiences really fuelled my ambition to progress further in my career in Local Government.

I have always taken advantage of opportunities along the way despite the challenges and through hard work and determination I have been successful in gaining a diverse range of roles in Adult Social Care, Health, and Local Communities, building along the way some strong collaborative networks. Through my experiences at Doncaster I have really grown in my role as a leader, I’m exceptionally proud to have obtained the Interim Assistant Director post in Communities and being one of the female Senior Leadership Team continues to inspire me to drive forward the change we need to see. More importantly, hopefully, my story does highlight that anyone can achieve their ambition.

Debbie John-Lewis
Interim Assistant Director of Communities

My career with Doncaster Council is one I’m very proud of, starting as a Senior Finance Officer in the Education Finance team to Head of Financial Management and Deputy Section 151 Officer. Whilst my pathway in the Finance department has been varied and challenging it has given me a great sense of achievement, the ability to make a difference and opportunity to work with such great people.

I feel privileged to be a senior female leader and role model for Doncaster Council.

Faye Tyas
Head of Financial Management

I joined Doncaster Council in 2016 through the local government graduate scheme. I was attracted here by the female power-duo: Mayor Ros Jones and our Chief Exec Jo Miller and since then, I have been inspired every single day by the strong women (and men) who are taking bold decisions and making exciting things happen for Doncaster.

I am thrilled to say I was able to leave the graduate scheme and take up an opportunity supporting a sector I am passionate about. I have experienced some amazing opportunities while working for the council, and have been given the opportunity to grow my skills and abilities in a collaborative environment, where I receive so much encouragement and support from colleagues.

Katy Turner
Voluntary Sector Co-ordinator
Executive Summary

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.

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.

Total workforce demographic

- 70% Female
- 30% Male

Working time workforce demographic

- Part time Gender Ratio: 1
- Full-time Gender Ratio: 1.2

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>51</td>
<td>47%</td>
<td>53%</td>
</tr>
<tr>
<td>Specialist &amp; Supervisory and Professional</td>
<td>341</td>
<td>57%</td>
<td>43%</td>
</tr>
<tr>
<td>Technical</td>
<td>1394</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>Front Line Service &amp; Support</td>
<td>2427</td>
<td>77%</td>
<td>23%</td>
</tr>
</tbody>
</table>

Overall proportional pay gap

- 0.42%

Part-time Proportional Gender pay gap

- 0.18%

Full-time Proportional Gender pay gap

0.01%

The largest proportion of our workforce (over half) work in frontline and support service roles.

77% of this category are female.
2017 - 2018 Comparison

For the purposes of additional analysis Doncaster Council is comparing the gender pay gap information from the 2017 data set with the 2018 data.

The overall trend for the published data shows an improvement from 2017. This is mainly as a result of reductions in the numbers of staff on the lowest grades and increases in the pay rates for these following implementation of the nationally agreed pay awards.

The structure of Doncaster Council still plays a key role in determining this gender pay gap, as is evident from the information contained in this report.

2017 - 2018 Mean Gender Pay Gap Comparison

- Mean gap closed by 0.9%
  - 2017: 15.7%
  - 2018: 14.8%

2017 - 2018 Median Gender Pay Gap Comparison

- Median gap closed by 4.6%
  - 2017: 21.1%
  - 2018: 16.5%

2017 - 2018 Proportional Gender Pay Gap Comparison

- Overall proportional pay gap closed by -0.44%
  - 2017: -0.44%
  - 2018: -0.42%
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 2018. At this date the workforce comprised of 70% female and 30% male with 57% full and 43% 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.

<table>
<thead>
<tr>
<th>Women paid more</th>
<th>Men paid more</th>
</tr>
</thead>
<tbody>
<tr>
<td>-5%</td>
<td>+3%</td>
</tr>
<tr>
<td>-3%</td>
<td>+5%</td>
</tr>
</tbody>
</table>

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 in the UK for over 45 years. The gender pay gap is a measure of any disparity in pay between the average earnings of men and women.

What do we report on?

<table>
<thead>
<tr>
<th>Mean gender pay gap</th>
<th>The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees</th>
</tr>
</thead>
<tbody>
<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

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 3403 staff working on the snapshot date of 31 March 2018. 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: 26.08
- Men's average hours: 33.71

Doncaster Council's mean gap is lower than the national average of 18.4%*. Women work 7.63 hours less than men. Their hourly rate of pay is therefore less than men.

Mean - 31 March 2018

- Men's average hourly rate: £13.42
- Women's average hourly rate: £11.43
- Percentage difference: 14.80%

- Men's median hourly rate: £11.82
- Women's median hourly rate: £9.87
- Percentage difference: 16.53%

- Doncaster Council's mean gap is lower than the national average of 17.9%**.

Median - 31 March 2018

- Doncaster Council's mean gap is lower than the national average of 26.8%***.
**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, however the proportional pay gap shows that when their hourly rate is compared on a proportional basis women are paid more than men.

These graphs link to the pyramid on our Executive Summary.

It is a visual representation of the reason behind our mean and median gender pay gap.
Proportional Pay Gap Analysis & Figures

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 the organisation.

Proportional Pay Gap

-0.42%

Workforce Distribution Across The Main Grades By Gender

<table>
<thead>
<tr>
<th>Grade</th>
<th>Distribution†</th>
</tr>
</thead>
<tbody>
<tr>
<td>Living Wage</td>
<td>815</td>
</tr>
<tr>
<td>Grade 5</td>
<td>396</td>
</tr>
<tr>
<td>Grade 6</td>
<td>502</td>
</tr>
<tr>
<td>Grade 7</td>
<td>361</td>
</tr>
<tr>
<td>Grade 8</td>
<td>267</td>
</tr>
<tr>
<td>Grade 9</td>
<td>180</td>
</tr>
<tr>
<td>Grade 10</td>
<td>122</td>
</tr>
<tr>
<td>Grade 11</td>
<td>37</td>
</tr>
<tr>
<td>Grade 12</td>
<td>10</td>
</tr>
<tr>
<td>SMG</td>
<td>13</td>
</tr>
<tr>
<td>Assistant Director</td>
<td>7</td>
</tr>
<tr>
<td>Chief Executive and Directors</td>
<td>2</td>
</tr>
</tbody>
</table>
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: -0.42%
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 70% 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.

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.

- **£22,061** Average FTE salary for women
- **£25,892** 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.

- **£21,791** Average actual salary for women
- **£25,618** Average actual salary for men

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