

Gender Pay Gap Report - Snap shot data for 2023

Introduction

Under the Equality Act 2010, Eastleigh Borough Council is required to publish an annual Gender Pay Gap Report. This is part of the strategy to eliminate the gap in pay between men and women that exists in the UK. Eastleigh Borough Council is committed to the principle of equal opportunities and equal treatment of all employees, regardless of sex, race, religion, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It is committed to ensuring that the Council promotes equality and monitors this in a robust fashion. The Council has set pay bands and a job evaluation scheme where every role new role or any role that changes is evaluated to ensure a fair pay structure.

Eastleigh Borough Council is therefore confident that any pay gap does not result from paying men and women differently for the same or equivalent work, but rather due to the structure of the Council, the type of roles which men and women are working in and the pay bands at which these roles have been evaluated.

Our Gender Pay Gap Report involves carrying out six calculations to show the difference between the average earnings of men and women in our organisation – it does not involve publishing individual employee data.

We can use our results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

This report is produced from a snapshot of our data as at 31st March 2023.

Salaries

| | Quarter 1 £10,250- £22,643 | Quarter 1 % totals | Quarter 2 £22,643- £28,278 | Quarter 2 % totals | Quarter 3 £28,326- £38,889 | Quarter 3 % totals | Quarter 4 £39,027- £113,925 | Quarter 4 % totals | Total employees |
|-------------------|----------------------------------|-----------------------|----------------------------------|-----------------------|----------------------------------|-----------------------|-----------------------------------|-----------------------|--------------------|
| MALE | 81 | 60.90 | 74 | 55.64 | 50 | 37.59 | 68 | 51.12 | 273 |
| FEMALE | 52 | 39.10 | 59 | 44.36 | 83 | 62.41 | 65 | 48.88 | 259 |
| TOTAL | 133 | | 133 | | 133 | | 133 | | 532 |
| | | | | | | | | | |
| | Overall mean £ | | | | Overall median £ | | | | |
| Male | £32,930.34 | | | | £27,631 | | | | |
| Female | £32,606.73 | | | | £30,561 | | | | |
| Difference | £323.61 | | | | £2930 | | | | |

Pay analysis:

- This data shows that the mean pay for females is 1% lower than for men however median pay for females is 10.61% higher than men.
- The larger gap in median pay between men and women is accounted for by the fact that a large percentage of our total workforce is within Waste and Recycling, StreetScene and Grounds Maintenance which is a predominantly male workforce at a lower salary band.

Bonus payments April 2022 to March 2023 inclusive

There is no provision for bonus payments to any employee. However, there is an honorarium scheme under which a one-off payment may be awarded to a member of staff for exceptional performance. For the purpose of gender pay gap reporting this is classified as a bonus.

| | No. of employees in receipt of bonus payment | Overall percentage receiving a bonus | Overall mean bonus | Overall median |
|-------------------------------|---|---|--------------------|----------------|
| Male | 11 | 4.03% | £622.73 | £500 |
| Female | 21 | 8.11% | £499.29 | £500 |
| Total | 32 | 6.02% | | |
| Difference male/female | 10 | 4.08% | £123.44 | Nil |

Bonus analysis:

- The overall number and percentage of women receiving a bonus was higher than for men
- The mean bonus for men was £123.44 (19.82%) higher than for women but the median bonus was equal for both men and women at £500

Summary

Based on the figures above, Eastleigh Borough Council is continuing to take efforts to demonstrate our commitment to ensure equality of opportunity for all our employees. The Council has developed and continues to develop strategies also incorporated in our People Strategy to continue to support this position:

- **Continuing to promote flexible working:** It has been demonstrated that flexible working patterns are seen as a key benefit and the Council is keen to support this at all levels, where operationally viable to do so. We offer a wide range of flexible working options. This helps with our aim to retain key talent within the organisation.
- **Monitoring leaving data through exit interviews:** To ensure we are aware of the reasons why people leave the organisation, we monitor feedback through exit interviews and questionnaires.
- **Offering enhanced maternity pay and shared maternity and parental leave provisions:** Encouraging women to take up maternity leave and return to work following their leave and enabling men to take time off for childcare responsibilities
- **Job Evaluation Scheme:** every job at the Council is formally evaluated using an agreed framework to ensure transparency and consistency of the assessment of the salary band for each role.
- **Staff surveys:** Ensuring we regularly obtain feedback from our employees on employment terms, conditions and working practices and ensuring employees have a say in any action arising from surveys through representative working groups.
- **Benchmarking salaries:** Comparing our reward package with the market-place to ensure we can attract and retain talent within the organisation.
- **Offering learning and development opportunities:** We continue to offer apprenticeships in many areas of the Council and to enable our existing employees to upskill and enhance qualifications using our levy fund.
- **Hybrid working** – as a result of the impact of the covid pandemic, many traditionally office-based employees worked largely from home. As part of our aim to be an employer of choice, we look to improve work-life balance for our employees and have continued to operate a hybrid working approach for a significant number of our employees.
- **Equality & Diversity:** continued to encourage staff to share their personal diversity information which will help inform our strategies and initiatives. Embedded an Equality & Diversity focus group to champion equality initiatives and improve processes and undergoing a review of our Equality and Diversity Policy due to be relaunched in 2024.