



London Borough of Sutton

Gender Pay Gap Report

31 March 2021

Executive Summary

The Gender Pay Gap Information Regulations require organisations with 250 or more employees to publish their gender pay gap data annually on the snapshot date of 31 March.

As of March 2021, the Council's mean pay gap is 11.46% (in favour of men). The mean Gender Pay Gap has reduced since the previous reporting period, 31 March 2020, when it was 12.15%. The percentage of women in the upper quartile is 63% which has been maintained since March 2020.

There is no one reason behind the gender pay gap - it's a complex issue. Caring responsibilities can play a big part. Women often care for young children or elderly relatives. This means women are more likely to work in part-time roles, which can be lower paid or have fewer opportunities for progression.

At Sutton, the waste and cleansing services, which are traditionally male-dominated lower paid roles are not delivered within the council. This means that our gender pay gap is higher than other councils who have these services in house. Nevertheless, the council is focussed on supporting our female workforce and promoting progression.

The Council understands that as a public body, community leader, a service provider, a major employer and a commissioner of goods and services, it has a clear social and statutory responsibility to prevent discrimination and advance equality. It has taken action over the year to try and address the gap and has future plans in place to continue over coming years.

Measuring the Gender Pay Gap

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what on average, men earn and what, on average, women earn (gender gap). The Gender Pay Gap information Regulations require organisations with 250 or more employees to publish their gender pay gap data annually on the snapshot date of 31 March.

Organisations are required to measure their gender pay gap in several different ways. The measures used are consistent with those being used to report on the gender pay gap at national level.

The gender pay gap measures being used are:

- Mean
- Median
- Quartile pay bands
- Bonus pay measure - not applicable

Each of the measures give a slightly different perspective on the gender pay gap, however each measure is more meaningful if read alongside the others and in the context of an organisation's overall HR and payroll policies and practices.

In terms of the gender pay gap, a positive pay gap indicates that men are paid more whilst a negative pay gap indicates women are paid more.

- A positive percentage figure reveals that typically or overall, female employees have lower pay or bonuses than male employees.
- A negative percentage figure reveals that typically or overall, male employees have lower pay or bonuses than female employees.
- A zero percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the

pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

Source : http://m.acas.org.uk/media/pdf/m/4/Managing_gender_pay_reporting_04_12_17.pdf

Benchmarking

In the UK there is an estimated gender pay gap of 16.3% (Mean) (Source: Office for National Statistics) in favour of men, and if left alone this gap would take over a century to close. The gender pay gap is the difference in average earnings between men and women. Equal pay, on the other hand, is paying men and women the same amount to do the same job and has been a legal requirement since 1970.

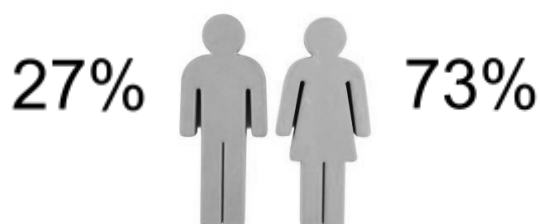
Scope

This data is based on all council employees (excluding school based staff) who were employed on 31st March 2021. For calculation purposes, only full-pay relevant employees have been included.

A full-pay relevant employee is an employee who is paid their full usual pay during the pay period on the snapshot date i.e. 31st March 2021. If the employee is paid less than their usual rate because of being on leave for that period, they are not counted as a full-pay relevant employee.

For example : If an employee is on any kind of leave and not being paid their full usual amount in the pay period for reasons such as Statutory Sick Pay or Statutory Maternity Pay then they are not full-pay relevant employees.

Workforce split of those included in Gender Pay Gap reporting as at 31 March 2021



	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)
Mean hourly rate	11.46%
Median hourly rate	12.02%

Median

The difference between the median hourly rate of pay of male full-pay relevant employees and the median hourly rate of pay of female full-pay relevant employees. The median is the middle figure and by identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.

Source : <https://www.gov.uk/government/news/view-gender-pay-gap-information>

As of March 2021, the Council has a median pay gap of 12.02% which means it is slightly favourable towards men. For every £100 earned by a man a woman would earn £87.98. Since there is a major concentration of women in every quartile except upper, which is more even, this leads to a larger gap in the median figure which is in favour of men.

Mean

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The mean is calculated by the sum of all hourly rates divided by headcount of employees (men or women).

By taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation – this is particularly useful as women are often over-represented at the low earning extreme and men are over-represented at the high earning extreme.

Source : <https://www.gov.uk/government/news/view-gender-pay-gap-information>

As of March 2021, the Councils mean pay gap is 11.46% which means the gap is slightly in favour of men. For every £100 earned by a man a woman would earn £88.54. This compares favourably with the rest of the UK estimate of 16.3%, but does show that there is still room for improvement.

One of the contributing factors to the mean pay gap for the organisation is that the gender pay split in the bottom three pay grades of the council is 76% women and 24% men.

Quartiles

The chart below illustrates the gender distribution across London Borough of Sutton in four equally sized quartiles based on hourly pay rates, with the lower quartile including the lowest-paid 25% of employees and the upper quartile covering the highest-paid 25%.

Table 1 - Proportion of men and women employees in each quartile

	Lower Quartile*	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	%	%	%	%
Men	22%	23%	27%	37%
Women	78%	77%	73%	63%

Formula : Number of female employees in a quartile / Number of employees in a quartile * 100

[*Quartile pay bands - the proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands. All full-pay relevant employees are divided into 4 quartiles).

At London Borough of Sutton the concentration of women in the three lower quartiles matches the workforce profile, however the proportion of men increases in the upper quartile compared to women (see above).

The percentage of women in the upper middle quartile has increased from March 2020.

Bonus pay reporting

London Borough of Sutton does not pay bonuses. Therefore this element of the pay gap reporting does not apply to the council.

What is the Council doing to close the gap?

The Council's Equality and Diversity Framework sets out its commitment to Equalities in service provision and employment. It also sets out the requirements that the Equality Act 2010 places on Local Authorities. The Framework complements and reflects the key priorities set out in London Borough of Sutton's Corporate Plan, Ambitious for Sutton 2018 - 2023.

Sutton is committed to addressing diversity and is approaching this with a number of initiatives, policies and actions to address gender equality in the workforce over the last year to help ensure there are no barriers to progression. These are outlined below.

Recruitment stage

- As of March 2021 we introduced anonymous applications as part of our standard recruitment process for all roles as a step towards eliminating bias in our recruitment process
- With our new permanent and agency recruitment system, we can monitor application levels/shortlisting and appointment levels of applicants from each equalities characteristics
- We rolled out Unconscious Bias training for all new joiners as of 1 April 2021 and will form part of our proposed mandatory training refresh for 22/23 for all LBS staff
- We have equality, diversity and inclusion (EDI) focused training for all our hiring managers which focuses on eliminating bias during the interview process.
- We are rolling out a scheme to ensure that there are gender diverse panels where there is a misrepresentation of women in a particular department (including senior positions).
- We are actively rebranding our job adverts, promoting our commitment to diversity, flexible working and our staff networks.

Employment stage

- Our PRIDE Values are embedded in our organisational development and performance management arrangements, including the "D" for diversity.
- We are further developing our EDI training and will be rolling out additional mandatory training courses for all staff in 22/23
- The Council has six equality staff network groups across the council, each with a senior manager sponsor, who are helping build awareness of the needs of all, ensuring fair and respectful treatment. These include BAME+Allies, LGBTQ+Allies, Early Careers and Youth+Allies, Women's+Allies, Family & Carers+Allies, Disability+Allies who all meet regularly.
- HR&OD, policy and partnerships and the staff networks meet every six weeks with a focus on borough wide and workforce equality. This group will report to our Chief Executive and Strategic Directors quarterly.
- A series of events have taken place to hear from women in our workforce and their experiences. Taking into account feedback from the sessions, the council is implementing the Acting on women's experiences (AWE) plan, which is overseen by a Strategic Director level sponsor.
- We have successfully developed refreshed and refocused support online for women's reproductive health both for women and to empower managers to understand and support female colleagues around health issues.
- We have focused on improving workforce diversity monitoring across the Council in order to improve our self declaration rates to provide richer information on the makeup of our workforce.

- Supporting managers to hold open and honest conversations about EDI and wellbeing with their staff to develop trust eg introduced quarterly dedicated Wellbeing discussions for all staff, 'Uncomfortable Truth' training for all managers, livestreams etc
- Our active Women's +allies staff network, who ran a number of events for International Women's Day in March 2022. The Pan-London women's network launched with our Chief Executive sponsoring and our Head of Organisational Development running a session
- A Carers policy has been developed with the carers staff network and an introduced an intranet page for all relevant links, including premature baby additional leave.
- We have introduced a highly successful Reverse Mentoring programme open to all staff. 74% of our reverse mentors are female
- Launched our inclusive language guide
- Signed up to the White Ribbon Accreditation
- Male Allyship focus groups took place in March to discuss how more male colleagues can get involved in allyship.
- Signed up as employer committed to be a menopause friendly organisation and exploring the accreditation process.

Plans for the future

Specific actions we will be taking to reduce our Gender Pay Gap year on year include:

- Developing the EDI Plan for launch in the new financial year
- Ongoing engagement programme - Managers briefing, webinars, CLN, staff networks, staff awards, virtual induction.
- Engaging with our staff through our regular Pulse surveys.
- Engaging managers with workshops to establish a programme around what it means to be a manager in Sutton to promote consistency.
- Monitoring the workforce profile of staff undertaking learning activity matching gender, ethnicity, disability, sexuality as part of our equalities reporting
- Improving promotion of women's development and leadership opportunities and developing an aspiring leaders programme targeted at female staff who would like to progress their careers
- Menopause awareness and increased support for women experiencing menopause and perimenopausal symptoms, including sessions for all our managers.
- Reviewing workforce monitoring reports and ensuring that where there is underrepresentation at senior levels, there are no barriers within the organisation that are preventing women from progressing.
- Promoting our allyship programme - commitment to challenge
- Developing a reproductive policy which will cover all aspects of this broad subject in order to help support our staff.
- Reviewing policies and signposting regarding child care, maternity, adoption and shared parental leave
- Continuing to hear from our active Women's +allies network and provide open discussion sessions around empowering women and understanding barriers to progression
- Increasing senior level involvement in understanding women's experiences eg champions, reverse mentors, panels
- Using our in-house coaching and mentoring programmes to support women to prepare for senior roles. A pilot coaching scheme has been prepared and is due to be developed further with the women's network.
- Following a review of the findings from a survey of staff about how they view Sutton's approach to diversity and inclusion, an action plan is being developed with the networks and the Equalities Champion Group to respond to the feedback across the Council.
- Publishing our gender pay assessment annually and provide a deep dive into the figures to better understand any changes year on year and focus our efforts.

This information reassures us that the council is working hard to ensure equality across the council, but highlights there is always more that can be done as an organisation and as individuals. The council will continue to embed diversity and inclusion in all we do, that goes beyond gender, and covers other areas such as disability, ethnicity, sexual orientation and those with caring responsibilities.