2018 Gender Pay Gap report – Kirklees Council

Any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. The gender pay gap information as at 31 March 2018 is as follows:

Gender Make-up of the Council

There were 7244 employees in position, 5117 females and 2127 males.

- 71% of the Council workforce are women
- 64% of the Council’s senior management team (Grade 17+) are women

Council Gender Pay Gap

Mean Pay Gap

Women’s hourly rate is 10.9% lower

Median Pay Gap

Women’s hourly rate is 14.2% lower

The Council grades cover a range of roles from operational (cleaning, home care, refuse collection and business support, etc.) to Senior Management. Grades vary according to the level of responsibility that employees have. 19% of the workforce falls within the lower quartile Council pay bandings of Kirklees Living Wage and Apprentices; the roles in this banding are predominately cleaning services to schools, which are female dominated roles and which many other local authorities have outsourced to external providers. The data on page 6 of this report excludes these employees from the gender pay gap calculation and reflects a clearer position on the Council’s gender pay gap position for comparative purposes.

All grades have a set pay range. Subject to satisfactory performance, employees are expected to move through the pay range for their grade, therefore the longer period of time that someone has been in a grade the more we would expect them to earn irrespective of their gender.
**Bonus Pay**

<table>
<thead>
<tr>
<th>Mean Pay Gap</th>
<th>Median Pay Gap</th>
<th>Proportion Receiving Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image1" alt="Gender Ratio" /> 0%</td>
<td><img src="image2" alt="Gender Ratio" /> 0%</td>
<td><img src="image3" alt="Gender Ratio" /> 0.9% 1%</td>
</tr>
</tbody>
</table>

The Council long service awards are paid as a set value and are paid irrespective of pay level and gender.

**Pay by Quartiles**

Quartile data breaks down statistics for four equal proportions of employees, from the lowest earning 25% of staffs (lower quartile) to the highest earning 25% of staffs (upper quartile).

**Hourly Pay Quartiles**

<table>
<thead>
<tr>
<th>All Employees (March 2018)</th>
<th>Lower Quartile</th>
<th>Lower Middle Quartile</th>
<th>Upper Middle Quartile</th>
<th>Upper Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image4" alt="Gender Ratio" /> 71% 29%</td>
<td><img src="image5" alt="Gender Ratio" /> 81.8% 18.2%</td>
<td><img src="image6" alt="Gender Ratio" /> 73.9% 26.1%</td>
<td><img src="image7" alt="Gender Ratio" /> 64.5% 35.5%</td>
<td><img src="image8" alt="Gender Ratio" /> 62.4% 37.6%</td>
</tr>
</tbody>
</table>

**Employees included in the Gender Pay Gap data**

Included in the data are the Council’s employees (who are paid via the payroll). The figures do not include self-employed workers. The information for this group of individuals is being reviewed to enable their data to be included in future publications.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
Gender Pay Gap – by Council Pay Bandings

**Hourly Pay Bandings**

- **Apprentices**: 34 workers
  - Mean Pay Gap – Women’s hourly rate is 4.1% lower
  - Median Pay Gap – Women’s hourly rate is 4.6% lower
- **Kirklees Living Wage**: 1311 workers
  - Mean Pay Gap
  - Median Pay Gap

- **Grade 4-6**: 2586 workers
  - Mean Pay Gap – Women’s hourly rate is 0.6% lower
  - Median Pay Gap – 0%
- **Grade 7-9**: 1661 workers
  - Mean Pay Gap – Women’s hourly rate is 3.1% lower
  - Median Pay Gap – Women’s hourly rate is 3.2% lower
- **Grade 10-16**: 1523 workers
  - Mean Pay Gap – Women’s hourly rate is 2.3% lower
  - Median Pay Gap – Women’s hourly rate is 2.6% lower
- **Grade 17+**: 129 workers
  - Mean Pay Gap – Women’s hourly rate is 2.5% higher
  - Median Pay Gap – Women’s hourly rate is 2.8% lower

**Apprentices Breakdown of Hourly Rates**

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>APP 25+</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>APP 21-24</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>APPNMW</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>APP 18-20</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>APP 16-17</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>APP 1STYR</td>
<td>8</td>
<td>11</td>
</tr>
</tbody>
</table>
Exclusion of Living Wage & Apprentices – for comparative purposes

19% of the workforce was within the Council pay bandings of Kirklees Living Wage and Apprentices, the roles in this banding of employees is predominately cleaning services to schools. The following data excludes these employees from the gender pay gap calculation.

There were 5899 employees in position, 3952 females and 1947 males.

67% Of the Council workforce are women

Mean Pay Gap

Women’s hourly rate is 6.2% lower

Median Pay Gap

Women’s hourly rate is 8.8% lower

Pay by Quartiles

Quartile data breaks down statistics for four equal proportions of employees, from the lowest earning 25% of staffs (lower quartile) to the highest earning 25% of staffs (upper quartile).

<table>
<thead>
<tr>
<th>Employees (March 2018)</th>
<th>Lower Quartile</th>
<th>Lower Middle Quartile</th>
<th>Upper Middle Quartile</th>
<th>Upper Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td>67% 33%</td>
<td>72% 28%</td>
<td>71% 29%</td>
<td>63% 37%</td>
<td>62% 38%</td>
</tr>
</tbody>
</table>
2018 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.

Apprentices 34 workers 4.1% 0%
Kirklees Living Wage 1311 workers 0% -0.1%
Grade 4 194 workers

Grade 5 1044 workers 0.4% 1.8%
Grade 6 1348 workers
Grade 7 598 workers 0.3% -0.1%

Grade 8 557 workers 0.3% 0%
Grade 9 506 workers 1.4%
Grade 10 451 workers 0.1%

Grade 11 367 workers 0% 0.5%
Grade 12 253 workers
Grade 13 179 workers 0.2%

Grade 14 128 workers 0.4% 0.3%
Grade 15 111 workers
Grade 16 34 workers 0.2%

Grade 17+ 130 workers -2.5%

Overall proportional pay gap 7.4%