



## Gender Pay Gap Report 2022

### **Purpose of the report**

Norfolk County Council is committed to accountability, transparency, equity and fairness in pay, reward, and remuneration. Our approach to pay and reward is set out in our annual [Pay Policy Statement](#).

We use the Korn Ferry gender blind job evaluation scheme to provide a consistent and objective framework to evaluate organisational structures and jobs. This ensures that female employees are paid on the same pay grades as men where they do the same job. Men and women also benefit from the same terms and conditions of employment. We are confident that we pay men and women who do the same or equivalent jobs equally.

In 2018 new legislation took effect, requiring all employers with 250+ employees to annually publish their Gender Pay Gap by the end of each financial year.

This is the sixth cycle of reporting under this legislative regime. This report sets out the position in respect of NCC's gender pay gap as at 31 March 2022 and compares against our position at the same point in 2021.

### **Scope of the legislation and report**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 applies to local authorities and other public bodies. Publicly funded schools are required to submit their own reports, so employees in council-maintained schools are not in scope of this report.

A wide definition of employee is used for the purposes of this legislation and includes:

- employees (those with a contract of employment)
- workers and agency workers (those with a contract to do work or provide services)
- some self-employed people (where they personally have to perform the work)

The calculations are made from the March 2022 payroll as the public sector "snapshot" date of the 31 March 2022 falls into this period. Employers must then submit and publish their data within 12 months.

The regulations allow for data to be excluded from the return where it isn't held and where it isn't reasonably practicable to get it. Agency workers, self-employed people and retained firefighters are excluded from the 2022 report as we either do not hold any or hold insufficient data on the individuals to enable us to report accurately.

The regulations define pay to include basic pay, all types of paid leave, shift or other allowances. It does not include overtime, expenses, salary sacrifice, benefits in kind, redundancy pay or tax credits. Employees on reduced pay due to sick or maternity leave are out of scope.

It is important to note the gender pay gap reporting differs from Equal pay legislation requirements. Gender pay gap calculations and conclusions relate to the aggregated pay across all employees and the distribution of those employees across the whole salary range. Any gap does not imply inequality in the grading of the roles being fulfilled.

Equal pay legislation requires that there is no difference in the rate of pay for a female undertaking like work, work rated as equivalent or work of equal value to that paid to a male employee. In order that we comply with Equal Pay Guidance, Norfolk County Council use accredited grading schemes for all roles.

The 2022 data captures the pay details of 8,236 NCC pay records of which 72% are female and 28% are male.

As with previous reports we have not included analysis by NCC grade, for the following reasons:

- Gender pay gap reporting legislation does not require analysis or reporting by grade.
- The numbers in some grades can be quite small, leading to a risk of skewed results.
- NCC utilises a number of pay and grading structures making comparison more complex e.g., NHS, Fire, Teaching and other employees who have either joined us via TUPE, or through joint working with other stakeholders and are within the NCC 19 payroll data extract.

## 2022 Gender pay gap reporting outcomes

### Overall Gender pay gap outcome

	Mean average hourly pay	Median average hourly pay	Mean bonus pay	Median bonus pay
<b>All</b>	£15.84	£14.26	£0	£0
<b>Males</b>	£16.94	£15.60	£0	£0
<b>Females</b>	£15.41	£14.26	£0	£0
<b>Pay gap</b>	<b>9.03%</b>	<b>8.58%</b>	<b>0%</b>	<b>0%</b>

The mean hourly rate is the average hourly wage across the entire organisation - so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle - so the median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).

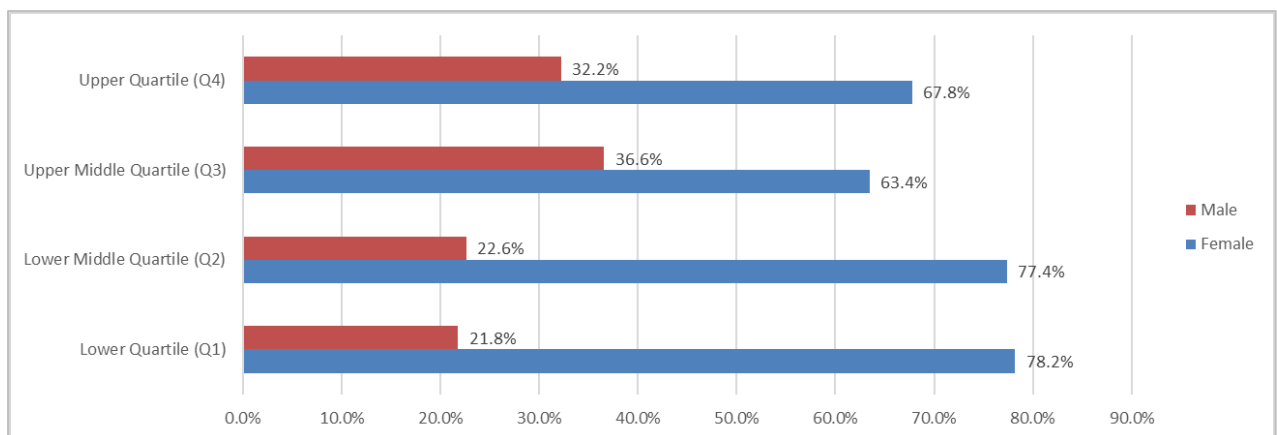
The mean gender pay gap has increased slightly by 0.2% from the 2021 position to 9%. In other words, when comparing mean hourly rates, women earn 91p for every £1 that men earn compared to 91.2p for every £1 that men earned in 2021.

For local authorities the average mean gender pay gap was 5.7% in 2021, with values varying between -14.2% (women were paid more than men) and 18.2%. We continue to compare favourably against local authority employers being in the upper middle range of local authorities.

The median pay gap remains level with the 2021 figure at 8.6%. In other words, when comparing median hourly rates, women earn 91.4p for every £1 that men earn.

This is still significantly below the National gender pay gap of 14.9% ([ONS 2022 figures](#)), where women earn 85.1p for every £1 that men earn. Therefore, NCC continues to perform well against the national data.

## Quartile data



Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the percentage proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

The above chart identifies the proportion of male and female employees in each quartile for the data snapshot period in March 2022, so 8,236 records split into four quartiles.

Of the 2,059 employees in the upper quartile 67.8% of those are female. A rise of 1.3% from 66.5% in March 2021.

Quartile	2021 Male	2022 Male	Change Male	2021 Female	2022 Female	Change Female
Lower	22.7%	21.8%	-0.9% ↓	77.3%	78.2%	+0.9% ↑
Lower Middle	22.7%	22.6%	-0.1% ↓	77.3%	77.4%	+0.1% ↑
Upper Middle	37.5%	36.6%	-0.9% ↓	62.5%	63.4%	+0.9% ↑
Upper	33.5%	32.2%	-1.3% ↓	66.5%	67.8%	+1.3% ↑

The above table illustrates the change in Male/Female proportions within each of the quartiles.

Proportions of females in each quartile have increased against corresponding decreases for males with the largest change in the upper quartile.

### Bonus Pay

Bonus pay is defined in the Regulations as any remuneration relating to profit sharing, productivity, performance, incentive, or commission.

NCC does not use a bonus pay scheme and therefore the mean and median bonus pay gap is 0%.

### Factors affecting the NCC gender pay gap position

The factors affecting our gender pay gap include:

- The gender composition of our workforce; we have a high population of women working in lower graded roles which, despite having a high population of women in senior and higher paid roles, adversely impacts the average pay of women employed by the authority.
- It is worth noting that the 2021/22 Green Book Pay Award (affecting around 80% of NCC employees) that was retrospectively awarded in December 2022 following final agreement in November 2022 was a flat figure across all grades as well as Senior Officer grades P to S (excluding a very small number of employees on Scale A, just under 1% of the workforce), so would not have influenced any change in the differential between pay.
- 25% of the NCC workforce are below 0.8fte and so classed as part time. 87% of this part time workforce are female, with the remaining 13% male. The number of roles that are part time has reduced slightly from the 2021 figure of 29%, however, there has been no change in the female/male split. Part time roles have a lower hourly median value which can impact on the overall pay gap. This is also recognised in the national report ([ONS 2022 figures](#))

## **Where we are performing well**

We continue to monitor our employment offer to ensure that we can offer life friendly careers, enabling employees to balance the needs of their customers, team, and themselves including offering flexible and hybrid working in the majority of our roles. This enables more women to flex their working day and find a balance between home and working lives.

We have set up a number of Employee Advisory Networks, as part of our wider Equality Diversity and Inclusion Workforce Strategy. This enables employees with protected characteristics to discuss ideas and suggestions to improve working life at the Council and feed this directly into the EDI Strategic Group which is attended by the Director for People and Head of Paid Service.

We have working policies that provide life friendly support including for women going through the menopause and people with roles as unpaid carers, including the adoption of the carers passport scheme (which is more often than not a role taken on by women).

It is encouraging we continue to have an increase in the proportion of females in the upper two quartiles, suggesting our actions in this area are having a positive impact.

## **Where we have more work to do**

We aspire to have an organisation that is inclusive, values difference and recognises the unique and diverse contribution of all employees, where employees can develop and progress, irrespective of gender or other protected characteristics.

Whilst we have a good understanding of factors that influence our gender pay gap results (see section 4) and the positive impact of the steps we have taken so far, we need to continue to develop and analyse our data to improve our deeper understanding of any trends, underlying causes or barriers which might exist. This includes making full use of increased workforce analytics that may become available as we further develop the new integrated HR & Finance system.

We will continue to deliver against our Workforce Equality, Diversity and Inclusion action plan. Whilst the actions encompassed within that plan do not exclusively relate to reducing the gender pay gap, in delivering against these we believe they will contribute to overall improvements in promoting a greater gender balance at all levels of the organisation. Examples include:

- Development of our Employer Value Proposition and approach to recruitment to increase the diversity of candidates and make NCC an attractive place to work.
- Develop and promote our learning and development offer to improve employee awareness and influence behaviours that match our values and ambitions