

*PART 1 – PUBLIC DOCUMENT	AGENDA ITEM No. 9
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TITLE OF REPORT : SUMMARY OF EQUAL PAY REVIEW

REPORT OF THE CORPORATE HUMAN RESOURCES MANAGER

Equal Pay Audit (EPA) 2012 – Summary of Results

1.0 Introduction

Regular equal pay audits are an important element of ensuring that the pay and reward package is being applied fairly by reviewing the main areas where inequalities are likely to exist. Analysis occurred of the following protected characteristics; grade, gender, age, ethnic group, disability, religion and sexuality, with the last three categories being analysed for the second time. Analysis of basic pay for full time and part time employees, Market Forces payments, Additional Responsibility pay, starting pay, protected pay, Attendance at Evening Meeting Allowances, shift and standby payments and night and weekend working enhancements was also undertaken.

2.0 Outcomes

2.1 Gender

- NHDC staff are 65.5% women 34.5% men - (2010 Audit 65% - 35%).
- 33% of the NHDC workforce are part time - (2010 Audit 34%).
- 91% of men work fulltime, 31.3% of the workforce (2010 Audit 89% - 31%). 54% of women work full time, 35% of the workforce - (2010 Audit 54% - 35%).
- Higher average salaries are very evenly spread across the grades with men and women each earning more at 6 grades and earning the same at a further one grade.
- 79% of women are at or below Grade 8 compared with 52% of men. Up to Grade 8 there are more women than men in each grade, at Grade 9 the numbers are the same and above this there are more men than women in each grade. There has however been a significant increase in the number of women in the top 5% of earners at the Council (BVPI 11a) since 2010, from 22.42% to 38.52%.
- The figures show the significant gender pay differentials are overwhelmingly in favour of women which would indicate that there is no discrimination on the basis of gender.

2.2 Age

- Almost 83% of staff are aged over 35 and 59% are aged between 35 and 54. (2010 Audit 80%, 58%).
- There is a reasonable spread of ages across all grades above the age of 25 but only 2.7% of the workforce are under 26 and 3.3% over 65. It is hoped the Apprenticeship Scheme, the recent changes to the Flexible Working Policy and the replacement of the Working Beyond Age 65 Policy with a new Retirement Policy will encourage an increase in numbers in these age groups.
- In all age groups except age 35 – 44, females earned more in the majority of the grades. From age 45 onwards male and female staff are more likely to earn the same at the same grade. The youngest members of staff to reach the top of the grade are female, in grades 4, 5 and 10 and in the age group 26-34.

2.3 Ethnic Group

- 90% of staff are White or White British (89% in 2010 Report), 6.4% are from other ethnic groups and 3.6% of staff have not stated their ethnic group - (2010 Audit 4.7%).

- Asian or Asian British are the largest ethnic minority group (3.6%), up from 2.9% in 2010 and Black or Black British and Mixed groups represent 1.4% of staff each.
- Ethnic minority groups earned more than White or White British in 9 cases and less than White or White British in 6 cases. Where comparisons can be made, staff in the mixed race group earned more than the White or White British and the Black or Black British members of staff earned more than or equivalent to all other groups in the majority of comparisons.
- Ethnic minority staff are spread across the grades 3 to 12 but there are none in grades 13 and above. Until there is turnover at senior levels this is unlikely to change however steps will be taken through succession planning to coach and develop staff in all groups that have the potential to progress.

2.4 Disability

- NHDC staff are 72% not disabled, 5.6% disabled and 7.7% have declined to state (2010 Audit 61.5%, 5.6% and 6.1%)
- There has been a significant reduction in the no information held group, 27.7% to 15%.
- 12.84% of the top 5% of earners are disabled and disabled staff are represented at 10 of the 16 grades, with the highest number of disabled staff (22%) being at Grade 4.
- Direct comparisons can be made at 10 grades, in 6 staff with a disability earned more than their non disabled comparators and at one both groups were paid the same.
- Higher average salaries are very evenly spread across the grades with full time staff with a disability and full time not disabled staff each earning more at 5 grades. With part time staff, the same salary was paid to both groups in 2 grades and part time staff with a disability were paid higher in 2 grades. For staff with a disability, average salaries for full and part time staff were the same in all 3 of the comparisons that could be made.

2.5 Religion

- In the Council staff are 58.6% Christian, 11.9% no religion and 6.1% religion other than Christian - (2010 Audit 53.9%, 7.9% and 11.5%)
- There has been a significant reduction in % of staff who either did not specify or for whom there is no information, down from 32% to 23.3%. As a consequence the numbers in the other groups have all increased.
- Religious groups other than Christian earned both more and less than the Christian group. There were 10 comparisons where Christians had higher average salaries than the other religious groups and 12 cases where their average salaries were less.

2.6 Sexuality

- 73.3% heterosexual, 1.7% gay, lesbian or bisexual - (2010 Audit 62.7% - <1%).
- Significant reduction in % of staff for which no information is held from 31.6% to 18%.
- At the 5 grades where average salary comparisons occurred the gay, lesbian and bisexual groups had higher average salaries in three cases and the heterosexual group had a higher average salary at 2 grades. None of the differentials were more than 3%.

2.7 Starting Pay and Allowances

The analysis of starting pay and allowances does not indicate any equality issues but there are some points to note regarding a number of the areas considered.

- Starters above the bottom of the relevant scale increased sharply from 2010, to 20 cases from 3, indicating that this mechanism is being used to attract good quality candidates to the Council after several years of a pay freeze. The reminder regarding equal pay on the Starting Pay Justification Form remains valid to ensure that unfairness does not occur. For 25% of these starters there is no monitoring information apart from age and gender. A redesign of the current Monitoring Form issued to applicants is intended to help address the issue.
- 2.8% of staff receive Additional Responsibility Allowance, (2010 Audit 2.7%). All staff receiving ARP are under age 54 with 50% of them being in the age 26 -34 age group. This contrasts with the figure of 14.4% of staff across the Council being in this age group and shows responsibility being given to younger staff.

- The number of staff receiving Market Forces Supplement has reduced since 2010 which demonstrating that as the economic situation tightens, the requirement for such payments to aid retention is diminishing. A robust case for such payments to be made under the provisions of the Market Forces Policy therefore needs to continue.
- 1.7% of NHDC staff currently receive protected pay - (2010 Audit 0.98%). This reflects the measures taken and agreed by staff to reduce redundancies in the period.

3.0 Conclusions

Overall we are satisfied that there are no significant inequalities. In a large number of examples the minority groups are earning the same or more than the comparison group. This is particularly the case in respect of female staff.

The most significant change since the last Report in 2010 is the reduction in the number of staff for whom we have no information on certain protected criteria. This positive progress needs to be maintained by continuing to encourage staff to provide equalities data and reassure our staff that this is confidential.

Further general information regarding equal pay, average salaries at NHDC and detail of the comparisons are given in the separate Equal Pay Audit 2012 is available from HR.

February 2013