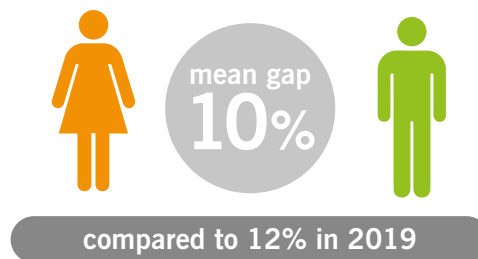


Gender pay gap

Leicestershire County Council

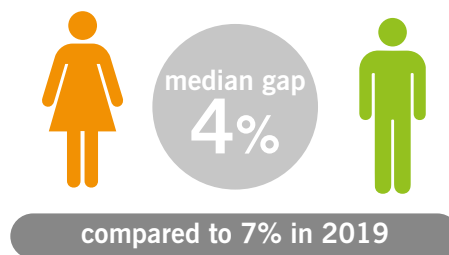
All organisations with over 250 staff are required to publish figures to show how big the pay gap is between male and female employees. This is part of our Public Sector Equality Duty, which we must comply with by law. The figures used are from March 2020.

Our current (mean) pay gap stands at 10%, in other words, female employees mean hourly rate is 10% lower than male employees. This has decreased from 12% in 2019.



The mean can be defined as the average of a set of numbers. This is achieved by adding up the values and then dividing by the number of values.

Our current (median) pay gap stands at 4%, in other words, female employees median hourly rate is 4% lower than male employees. This has decreased from 7% in 2019.



The median can be defined as the middle number in a ranked list of numbers. The median can be used to determine an approximate average.

Due to the pandemic, the Government has extended the submission date for Gender Pay Gap until October 2021, and for this reason, a comparison to other organisations cannot be done. We recognise that our predominantly female workforce isn't represented at all levels and we need to attract more women into senior job roles.

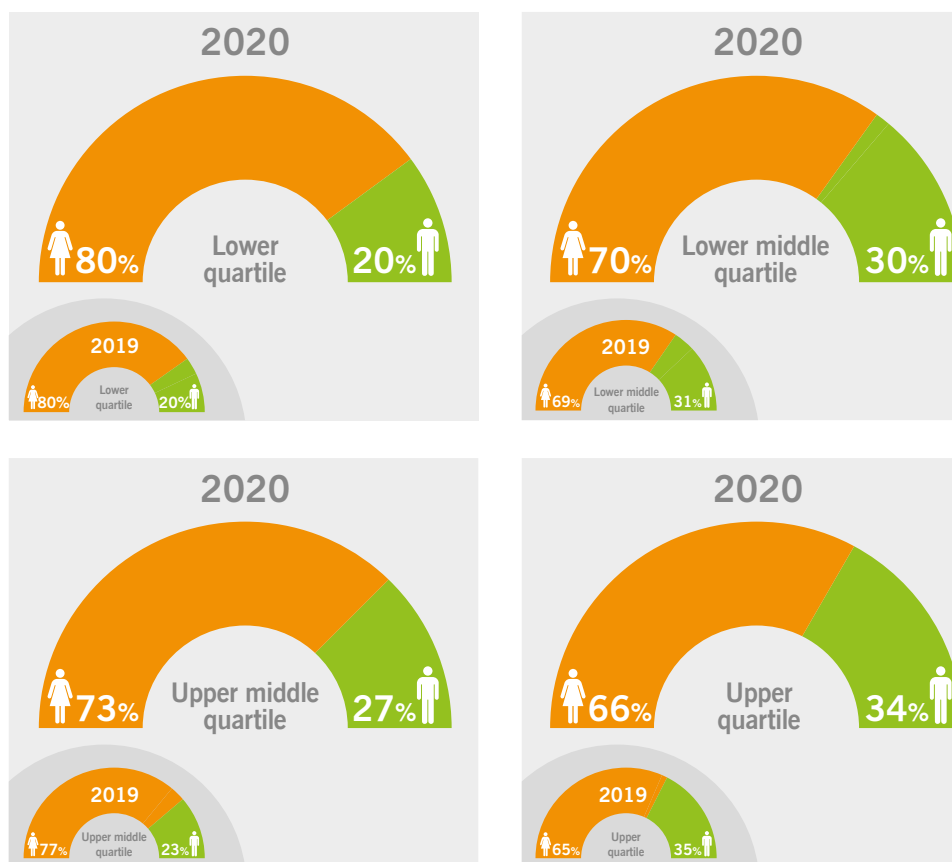
Our workforce (around 6,000) is nearly $\frac{3}{4}$ female (73% female and 27% male).

There are a large number job roles at our lower grades (such as school food support, for example, where there are around 560 posts) where we still see a huge trend in females applying for what in the past were traditionally seen as female jobs.



We need to continue to help break these gender stereotypes, and attract more women into senior roles. There are a number of examples of where the Council demonstrates its commitment to promoting the representation of females at all levels in the workplace. The Council has a number of programmes in place to promote female representation in senior roles. Examples include the Springboard and SpringForward management training programmes, demonstrating the Council actively celebrating our female managers as role models. International Women’s Day is also celebrated annually in March. Delivery of the Springboard model has continued in a virtual format and there are 26 participants on the current programme. A new SpringForward programme will commence in March. The Council’s menopause policy was highly commended at the national Public Sector People Managers Awards in September 2020.

Proportion of males and females in each pay quartile*



Quartiles divide ranked data into four quarters. These are:

- **Lower quartile** - The lowest 25% of numbers
- **Lower middle quartile** - The second lowest 25% of numbers
- **Upper middle quartile** - The second highest 25% of numbers
- **Upper quartile** - The highest 25% of numbers

* Official government guidance states that Gender Pay Gap reporting requires other monetary payments such as allowances, shift premium pay etc to be taken into account when calculating hourly pay. This is in addition to basic pay. Due to this reason there are a small number of anomalies whereby some employees in lower grades are currently accounted for in higher quartiles.

In addition to the council producing the Gender Pay Gap information it is important to note that we also conduct an Equal Pay Audit every three years. This analyses whether there are discrepancies in pay for employees undertaking similar roles. Previous audits have not identified any gender pay issues. There is also a HAY Job Evaluation Scheme that ensures that no gender pay issues should occur. Leicestershire County Council has a 0% mean and median bonus gender pay gap (as we do not operate any performance related pay / bonus scheme).