

## The Gender Pay Gap in Local Government 2018

The Government introduced a mandatory requirement for all organisations with 250 or more employees to submit certain data on their gender pay gap with a commitment to make the data available publicly.

Organisations were required to publish the following data:

- the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees;
- the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees;
- the proportions of male and female relevant employees who were paid bonus pay;
- the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

This paper summarises the data submitted by English local authorities<sup>i</sup> <sup>ii</sup>. The data has been analysed as submitted to the Government's gender pay gap service<sup>iii</sup> In the analyses below, councils have not been weighted by workforce size.

A total of 319<sup>iv</sup> local authority submissions were identified (the remainder fall below the 250 employee threshold).

### Comparisons between sectors<sup>v</sup>

- The mean gender pay gap in local government is 6.8% and the median gap is 5%
- Across the whole economy the mean gap is 12% and the median is 9.7%, so local government compares favourably
- 78 per cent of all organisations paid men more than women, compared with 66 per cent of local authorities<sup>vi</sup>.
- 34 per cent of all organisations had a majority of women in the highest quartile pay band, compared with 62 per cent of local authorities<sup>vii</sup>.
- The civil service median gender pay gap was 12.7 per cent in 2017 compared with 5.0% in local authorities<sup>viii</sup>.
- The NHS mean gender pay gap was around -23 per cent, compared with 6.8 per cent in local authorities
- The median gender pay gap in 486 schools/multi-academy trusts was 27.2 per cent, compared with 5.0% in local authorities<sup>ix</sup>.
- The median gender pay gap in 171 housing associations was 8.2 per cent, compared with 5.0% in local authorities<sup>x</sup>.

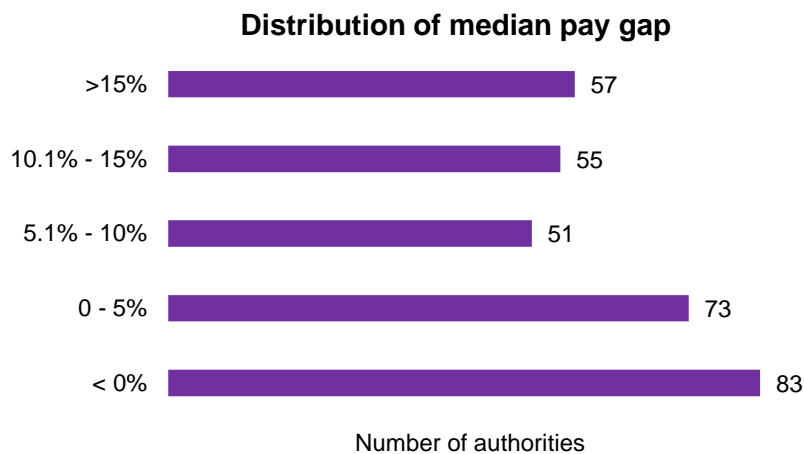
## Local Government data

### Mean gender pay gap<sup>xi</sup>

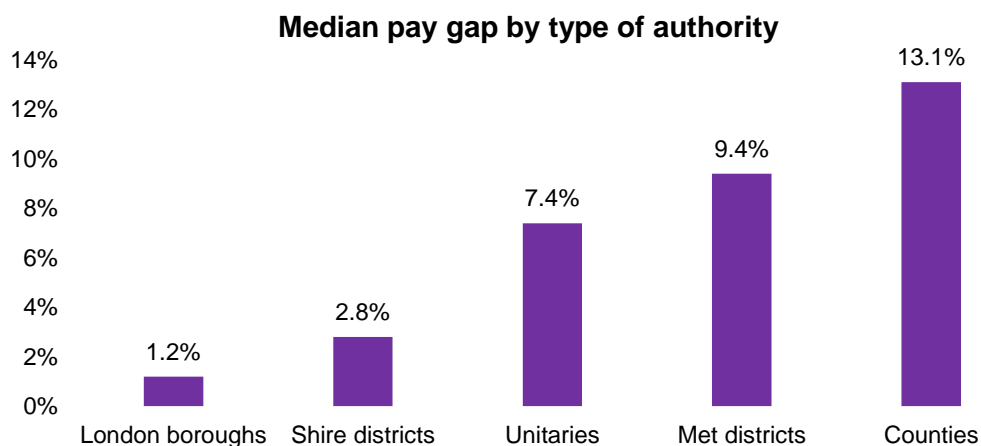
- On average, women were paid 6.8 per cent less than men.
- The values varied between -14.1 per cent (women were paid more than men) and 31.7 per cent.
- Women were, on average, paid less than men in 264 authorities; in 55 the reverse was true.

### Median gender pay gap<sup>xii</sup>

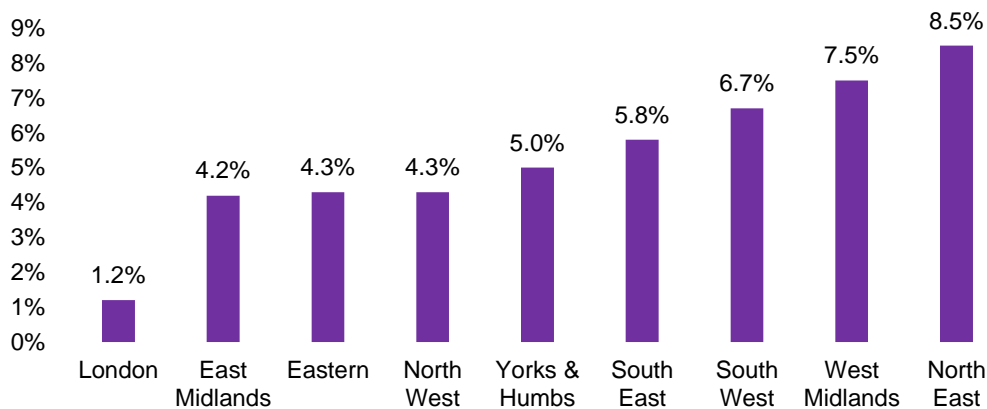
- On average, women were paid 5.0 per cent less than men.
- The values varied between -50.3 per cent (women were paid more than men) and 34.0 per cent.
- Women were, on average, paid less than men in 211 authorities, in 25 the pay gap was zero, and in 83 women were paid more than men.



The following charts show the variation in median pay gap by type of authority and region.



### Median pay gap by region



### A note on use of the mean and median

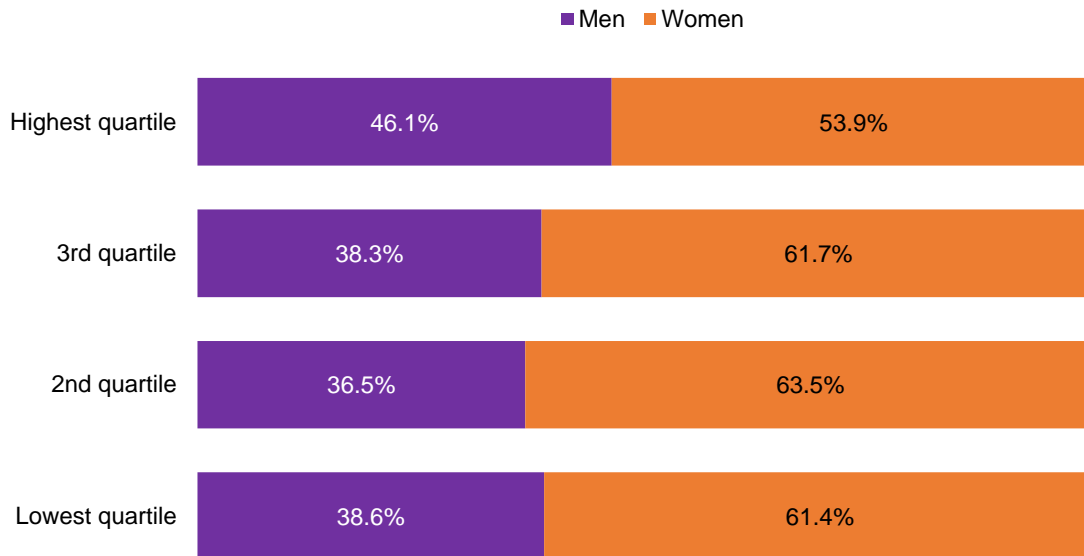
ACAS explains that mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful where most employees in an organisation receive a bonus but could be less useful in an organisation where the vast majority of bonus pay is received by a small number of board members.

Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap in a sports club with a mean average distorted by very highly paid players and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced in the lowest paid or highest paid employees.

### Proportion of men/women in each quartile pay band

The male/female composition of each pay quartile is summarised in the chart below.

- Women comprised the majority in each band, but were least common in the highest pay quartile (53.9 per cent)



### Other available data

It is worth noting that the LGA Earnings Survey, last conducted in 2015/16 has tracked the pay gap for a while. Our last available figures showed an effective pay gap of zero based on median full-time equivalent hourly earnings. There is no necessary contradiction between the two data sets because the LGA figure is based on a population of actual individual jobs across a large sample of councils whereas the averages from the Government's national data set are based on reported pay gaps at council level. The Government's figures therefore give equal weighting to councils with small workforces where the pay of senior staff has more of an effect on the figures.

<sup>i</sup> The mean is used to summarise the average across authorities in this document.

<sup>ii</sup> Local authorities were instructed to exclude all schools staff except pupil referral units.

<sup>iii</sup> <https://gender-pay-gap.service.gov.uk/>. The data relate to 2017/18.

<sup>iv</sup> These cover 322 authorities as three submissions covered two authorities each.

<sup>v</sup> These should be treated with a degree of caution as it is difficult to accurately identify employment sectors from the data, and workforces can vary in their composition.

<sup>vi</sup> Based on data submitted as at 6 April 2018.

<sup>vii</sup> Based on data submitted as at 6 April 2018.

<sup>viii</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/publicsectorpersonnel/bulletins/civilservices/statistics/2017> (accessed 17/4/18).

<sup>ix</sup> Unpublished LGA analysis.

<sup>x</sup> Unpublished LGA analysis.

<sup>xi</sup> The difference between men's mean pay and women's mean pay expressed as a percentage of men's mean pay.

<sup>xii</sup> The difference between men's median pay and women's median pay expressed as a percentage of men's median pay.