

Gender Pay Gap Report

City of Lincoln Council

The City of Lincoln Council is required by law to publish an annual gender pay gap report.

The Council's report snapshot date is **31 March 2020**.

- The mean gender pay gap is 2.5%.
- The median gender pay gap is 1.6%.
- The mean gender bonus gap is 0%.
- The median gender bonus gap is 0%.
- The proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%.

Pay quartiles by gender			
Band	Males	Females	Description
A	37%	63%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	53%	47%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	52%	48%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	51%	49%	Includes all employees whose standard hourly rate places them above the upper quartile

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

What are the underlying causes of The City of Lincoln Council's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay reviews at regular intervals;
- provides training to employees who are involved in job evaluation/ pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

The Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 63% of the employees in band A are females and 37% are males. The percentage of male employees differs throughout the remaining bands, from 53% in band B to 51% in band D.

How does The City of Lincoln Council’s gender pay gap compare with that of other organisations?

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%, while in the retail and wholesale sector it is 13.7%. At 2.5%, our mean gender pay gap is significantly lower than both.

The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 15.5%, while in the retail and wholesale sector it is 13.6%. At 1.6%, our median gender pay gap is significantly lower than both.

Comparison with other organisations			
	City of Lincoln Council	2020 ONS ASHE whole sector	2020 ONS ASHE retail and wholesale sector
Mean gender pay gap	2.5%	14.6%	13.7%

Comparison with other organisations			
	City of Lincoln Council	2020 ONS ASHE whole sector	2020 ONS ASHE retail and wholesale sector
Median gender pay gap	1.6%	15.5%	13.6%

The City of Lincoln Council does not offer any 'bonus pay' and therefore in accordance Gender Pay Gap Reporting Information therefore there is no differential between males and females.

What is The City of Lincoln Council doing to address its gender pay gap?

The Council recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that The Council has taken to promote gender diversity in all areas of its workforce include the following:

- **Creating an evidence base:**

The Council has undertaken case studies with specific departments to attempt to identify if there are any reasons for the gap and address these accordingly.

Each year the Council monitors figures to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women leaving the organisation and their reasons for leaving;

- **Promotion of the flexible working policy:**

The Council's flexible working policy is frequently used across the authority and continues to be promoted to all employees regardless of their role and level of seniority and that flexible working need not be limited to part-time working.

- **Supporting parents:**

The Council has guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, The Council is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

The City of Lincoln Council can confirm that the information in this statement is accurate.

A handwritten signature in black ink that reads "Angela Andrews". The signature is written in a cursive style with a large initial 'A'.

Signed:

Name: Angela Andrews

Job Title: Chief Executive and Town Clerk