

Kent County Council
Gender Pay Gap Reporting Statement

2020

What is Gender Pay Gap Reporting?

This is the fourth Gender Pay Gap Report. For the public sector, the calculation is based on the hourly pay rate for each employee during the pay period that includes 31 March each year.

The gender pay gap is not the same as equal pay. Most organisations that pay men and women the same rate for work at the same level will still have a gender pay gap. This is because of the different proportions of men and women working across the whole organisational structure. If there are proportionately more men at higher levels within organisations this is what the gender pay gap figures highlight. By undertaking this calculation, it helps organisations understand their own position and to consider ways to reduce the difference. Figures from the Office of National Statistics (ONS) indicate that the gender pay gap among all employees was 15.5% in 2020.

What we need to calculate

The legislation sets calculations to show the difference in hourly pay and other payments between men and women across the whole of the organisation. The mean percentage shows the difference in the average pay and the median is the middle value for all the payments when put in a list. In line with legislative reporting requirements, we also need to show the proportions of men and women receiving an amount outside of the hourly pay calculation, this is referred to as a bonus in terms of the regulations and the gender proportions in each quarter of the pay structure.

Our data

This is Kent County Council's (KCC) annual gender pay gap report for the snapshot date of 31 March 2020.

- The mean gender pay gap for KCC is 12.7% and the median is 15.7%.
- The mean gender bonus pay for KCC is 22.0% and the median is 40%.
- The proportion of male employees in KCC receiving a bonus is 4.4% and the proportion of female employees receiving a bonus is 2.0%.

Pay quartiles by gender

| Band | Males | Females |
|-----------------------|--------------|----------------|
| Lower quartile | 18% | 82% |
| Lower middle quartile | 17% | 83% |
| Upper middle quartile | 20% | 80% |
| Upper quartile | 29% | 71% |

What the figures indicate

- **Pay** – The gender pay gap for KCC is significantly below the national average, which is positive - 12.7% v 15.5% respectively. The difference is explained by the higher proportion of men in the upper middle and upper pay quartiles, although there is a higher proportion of women in all quartiles.
- **Bonus** – This has a broad definition within the scope of gender pay gap reporting requirements and KCC does not operate a traditional bonus scheme. As can be seen from the figures, only a small proportion of the workforce received these payments, and the data needs to be interpreted carefully because of this. For example, by excluding payments above £1,000 (3% of bonuses paid) the mean bonus pay gap reduces to 15.3%. This highlights the need to be cautious when interpreting the results and drawing conclusions as the numbers of people receiving a bonus is low.
- **Gender distribution** – The proportion of women to men across KCC is c.79% v 21% respectively. Within the lower half of the grading structure the balance is towards women, however the proportion changes by around 10% within the upper quartile. There is, therefore, still a significantly greater proportion of women in each of the pay quartiles. This may help explain why the KCC mean gender pay gap is lower than the national average. The median gender pay gap has increased this year due to a higher proportion of women starting within the organisation. It is KCC policy for staff to be appointed at the minimum of the grade unless there are exceptional reasons to appoint higher. The number of women included in the calculation this year has risen by 146 whereas the number for men has fallen by 4. This is illustrated in the Lower Quartile gender ratio figures which have increased by 1% for women compared to last year.

The wider KCC context

KCC is very clear that gender should not limit or define choices in or outside of the workplace. Reduction in the gender pay gap is dependent on many factors including societal expectations and norms. Aspects which are in our control involve the whole employment cycle such as recruitment, career progression, maternity / return to work, leadership development, apprenticeships, learning culture, self-empowerment, and the use of Flexible working arrangements. We seek to identify and address barriers as a way of making practical and positive changes in the context of a supportive management culture.

The Covid-19 pandemic has impacted the way people work enormously. There is an imperative to work from home, where possible, and a need to work both in different ways and places. It is the intention of the Council to build on this by actively supporting different ways of delivering our services which work both for our employees and the organisation. Enabling people to better manage their work and domestic responsibilities is likely to be particularly beneficial for women. It will increase the opportunity for personal or career development and progression for women who are nationally more likely to take on caring responsibilities.

KCC has a deep and longstanding commitment to the promotion of equality and fairness in the workplace. We know from undertaking equal pay audits previously that we pay men and women in a consistent way for work of equal value. This is underpinned by a grading structure and job evaluation system which considers roles rather than gender

differences. It is, however, important not to be complacent. There are many touch points where both equality and diversity are promoted. These include: -

- A simple and robust approach to job evaluation is intended to ensure people are paid in a fair and consistent way for the roles which they undertake across the authority.
- Inclusive and accessible training – much training is now eLearning based which enables greater access and availability and is not dependant on where and when people work.
- Enhancing conversation and dialogue within our approach to managing performance will help individuals discuss their aspiration and identify the appropriate development and support to achieve these.
- Diversity training is promoted to all which increases knowledge and awareness of all aspects of equality and inclusion for protected characteristics.
- Staff groups are forums set up to support the equality and diversity agenda.

There are five:

Aspire for employees under 30 which supports and develops younger people to realise their potential.

Level Playing Field promotes best practice and broadens the knowledge around disability issues within KCC.

The Black and Minority Ethnic Forum supports BME staff in all directorates and helps the council to develop and review council policies that affect both staff and the wider community to ensure that they are inclusive.

Rainbow supports members of the Lesbian, Gay, Bisexual and Transgender (LGBT) staff community and gives advice on the services that KCC provides to ensure that all aspects of the organisation's work are accessible and appropriate to all Kent's residents, regardless of sexual orientation.

Mental Health Support Network for all staff within KCC, provides support to members and encourages open conversations around mental health. It helps KCC to raise awareness of mental health and reduce the stigma in the workplace.

- Flexible working arrangements are used to help both men and women balance domestic and work/career commitments in a way which works for them and the organisation.

As we move forward, KCC will continue to find opportunities to promote and enhance pay parity. The principles and focus of our 'managing performance' expectation is to promote dialogue and inclusion. This is a key aspect for identifying aspirations, development opportunities and the support required to help people progress and ensure that any actual or perceived barriers are removed.

I confirm that the data reported is accurate.



David Cockburn
Head of Paid Service