

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 Gender pay data requirements

Produced by People & Organisational Development

Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced a requirement for employers with 250 or more employees to publish details of their gender pay and bonus gap every year from 2017 onwards.

Epsom and Ewell Borough Council is required to publish the following data.

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile of the organisation's pay structure

The data is based upon the snapshot date of 31 March 2024 with the requirement being for the data to be published on the Council's website and the GOV.UK website by 30 March 2025 and annually thereafter.

The information for Epsom and Ewell Borough Council for 2023/24 is shown below:

Mean gender pay gap		
Gender	Mean hourly pay	Percentage
Men	£17.46	
Women	£18.54	
Total		- 5.8%

Median gender pay gap		
Gender	Median hourly pay	Percentage
Men	£15.00	
Women	£17.19	
Total		-12.74%

The Council did not pay any bonuses to its employees during the reporting year 2023/24 and the requirement to report on this is therefore not applicable.

Proportion of mens and womens in each quartile

Lower quartile		
Gender	Total employees	Percentage
Men	46	67%
Women	23	33%
Total	69	

Lower middle quartile		
Gender	Total employees	Percentage
Men	37	55%
Women	30	45%
Total	67	

Upper middle quartile		
Gender	Total employees	Percentage
Men	26	38%
Women	42	62%
Total	68	

Upper quartile		
Gender	Total employees	Percentage
Men	33	49%
Women	35	51%
Total	68	

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 is the difference between equal pay and gender pay?

Equal pay deals with the pay differences between men and women who carry out the same roles, similar roles or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Gender pay illustrates the differences in the average pay between men and women. An organisation may have a gender pay gap if a majority of men are in top jobs, despite paying men and women employees the same rates of pay for similar roles.

What are the underlying causes of Epsom & Ewell Borough Council's gender pay gap?

Epsom & Ewell Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

All roles are evaluated using the National Joint Council (NJC) job evaluation methodology to ensure they are graded consistently at the appropriate level regardless of the characteristics of the staff that may carry out those roles.

According to the Government Equalities Office, the causes of the gender pay gap across the UK economy as a whole include:

- A higher proportion of women choosing occupations that offer less financial reward (e.g., administration).
- Many high paying sectors being disproportionately made up of men workers (e.g., information and communications technology).
- A much higher proportion of women working part-time, and part-time workers earning less than their full-time counterparts on average.
- Women being more likely to have had breaks from work which have affected their career progression, meaning that they are less likely to have progressed up the career ladder into higher paying senior roles.

At Epsom & Ewell Borough Council, the pattern from both the UK economy as a whole and that for the public sector is not reflected in the make-up of the workforce, where the majority of front-line operatives are men and where the Chief Executive and Deputy Chief Executive roles are currently held by women.

How does Epsom & Ewell Borough Council's gender pay gap compare with that of other organisations?

The requirement to report on gender pay differences is aimed at encouraging organisations to identify any gap and put in place measures to reduce this.

The April 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) indicates the gender pay gap decreased to 13.1% in April 2024, down from 14.2% in April 2023. More specifically, the median gender pay gap for the public sector is 14.0%. Epsom and Ewell has a median gender pay gap of -12.74%

What is Epsom & Ewell Borough Council doing to address its gender pay gap?

Gender pay is not a subject about which Epsom & Ewell Borough Council is complacent, and it is committed to doing everything that it can to reduce the gap. However, it recognises that its scope to act is limited in some areas. For example, it has no direct control over the subjects that individuals choose to study or the career choices that they make.

Current workforce data tells us that the Council is attracting and retaining women and that it has a fairly representative number of women employees at the lower middle and upper quartiles with a lower representation at the lower quartile and a higher representation at the upper middle quartile.

However, Epsom & Ewell Borough Council is committed to taking a long-term view of resourcing, developing and engaging its workforce and has identified the following actions to encourage gender equality at work over the next 12 months:

- Ongoing gender monitoring to better understand:
 - the proportions of men and women applying for jobs and being recruited
 - the proportions of men and women applying for and obtaining internal promotions
 - the proportions of men and women leaving the organisation and their reasons for leaving
 - the numbers of men and women in each role and pay band
- Using our existing Diversity, Equity and Inclusion Group to stimulate and address discussions surrounding Diversity, Equity and Inclusion across the organisation and working in partnership with management to implement identified actions.
- Utilising our Membership of the Employers Network for Equality and Inclusion (ENEI) to identify actions and promote an inclusive workplace.
- Ensuring that Diversity, Equity and Inclusion training is mandatory for all staff at induction and annually thereafter.
- Review of our pay scales with particular attention to be paid to the impact of the current and predicted future rises in the National Living Wage.
- Ongoing review and promotion of procedures to encourage all employees to take advantage of arrangements that enable them to fulfil their caring responsibilities, such as flexible working, shared parental leave, etc.
- Ongoing review of and improvements to recruitment processes (including but not limited to hybrid working options, virtual recruitment methods to remove barriers and attract a potentially wider talent pool, and ensuring selection panels are both diverse and provided with relevant training)
- Continuation of explicitly citing the salary ranges on all recruitment advertisements and keeping the use of recruitment mediums varied to encourage as wide a range of applicants as possible.
- Focus on succession planning across each Division to ensure that future talent is identified, and career progression plans are discussed during performance conversations.

- More targeted use of the apprenticeship levy to support services in which we are experiencing difficulties in the recruitment and retention of staff.

The findings of this report will be published on an annual basis.