

Gender Pay Gap Report at March 2023

Introduction

Equality principles are central to everything we do at Swindon Borough Council. This is underpinned by our equality vision, which states: “Equality, diversity and inclusion is simply about the way we work. It supports our thinking and our actions; it is embedded into everything we do.”

As a Council, we recognise that to be a great place to work and to deliver high-performing services for our residents, we need people from all backgrounds and experiences to challenge current ways of thinking and bring fresh ideas and perspective. We want everyone to feel comfortable to be their true selves at work and to reach their full potential. That is why we promote equality, diversity and inclusion in all areas of our service delivery and work, including in our approach to pay and rewards.

Reporting Requirements

Swindon Borough Council is required by law (The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) to publish an annual gender pay gap report.

The Regulations require employers to publish their:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment, and
- Proportion of males and females in each pay quartile.

As a public sector body, we are required to publish this pay gap information within 12 months, taking the “snapshot date” of 31 March 2023.

Equal pay and gender pay gap

The purpose of gender pay gap reporting is to achieve greater gender equality in terms of pay across the UK and increase pay transparency. This differs from equal pay which deals with differences between men and women who carry out the same roles.

Reporting Requirements

This report is in relation to a snapshot of the workforce in scope as at 31st March 2023 in line with the legislative reporting requirements. The scope of the Council's report includes all employees (excluding schools) who are in receipt of base pay and allowances at this date. The Council must report on and publish the mean, median pay gaps and pay quartiles.

Details within this report

Using a snapshot of employees' pay as at 31 March 2023, only 3 of the 6 calculations detailed above were made due to no bonus payments being paid at Swindon Borough Council.

The 3 calculations are as follows:

1. Mean gender pay gap
2. Median gender pay gap
3. The proportion of men and women divided into four quartile pay bands

Relevant employees

An employee who was on full pay at the point of the data snapshot as at 31 March 2023.

Local authority maintained schools are excluded from this dataset as reporting is the responsibility of the governing body but, is only required if the school has over 250 employees.

Mean gender pay gap

The mean is defined as the average of the figures and is calculated by adding up all the figures and dividing by the number there are.

Median gender pay gap

The median is defined as the salary that lies at the midpoint and is calculated by ordering all salaries from highest to lowest and the median is the central figure.

Quartile pay bands

The quartile information is calculated by listing all salaries from highest to lowest and then splitting that information into four equal quarters to determine the percentage of male/female employees in each quartile.

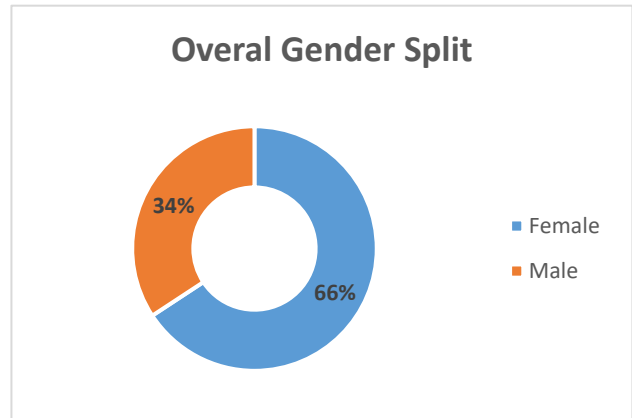
Pay Structure

Swindon Borough Council uses a job evaluation scheme to rank jobs and ensure equal pay for work of equal value. These arrangements apply to the vast majority of jobs. The remaining jobs are covered by national collective agreements and local pay agreements

Gender Pay Gap Report

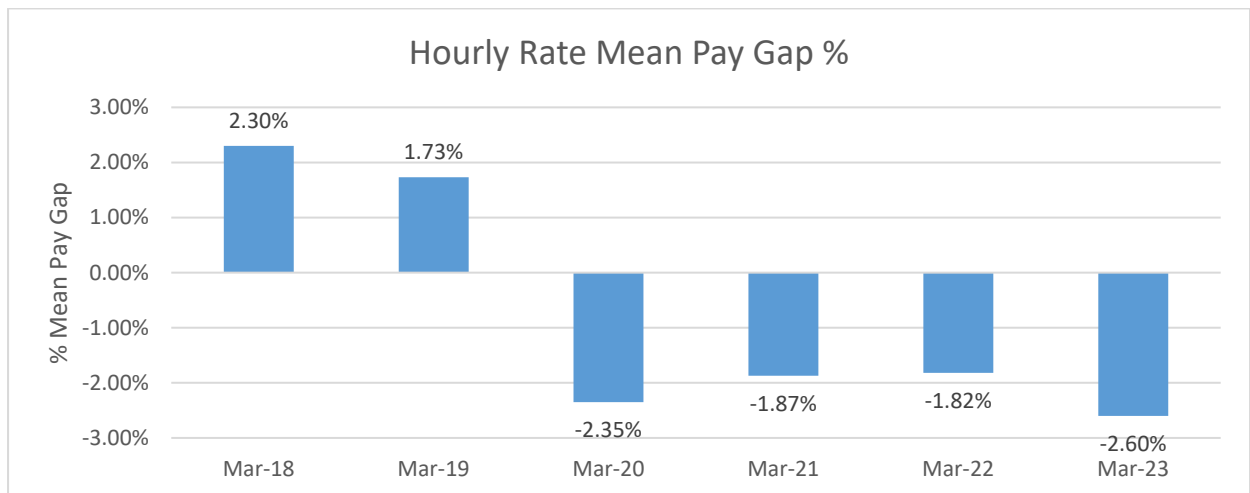
The figures within this report have been calculated using the methodologies outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As of the data snapshot date of 31st March 2023, the Council's headcount of all employees in scope was 2628 (900 men and 1728 women). This gives a gender profile of 34.2% men and 65.8% women.

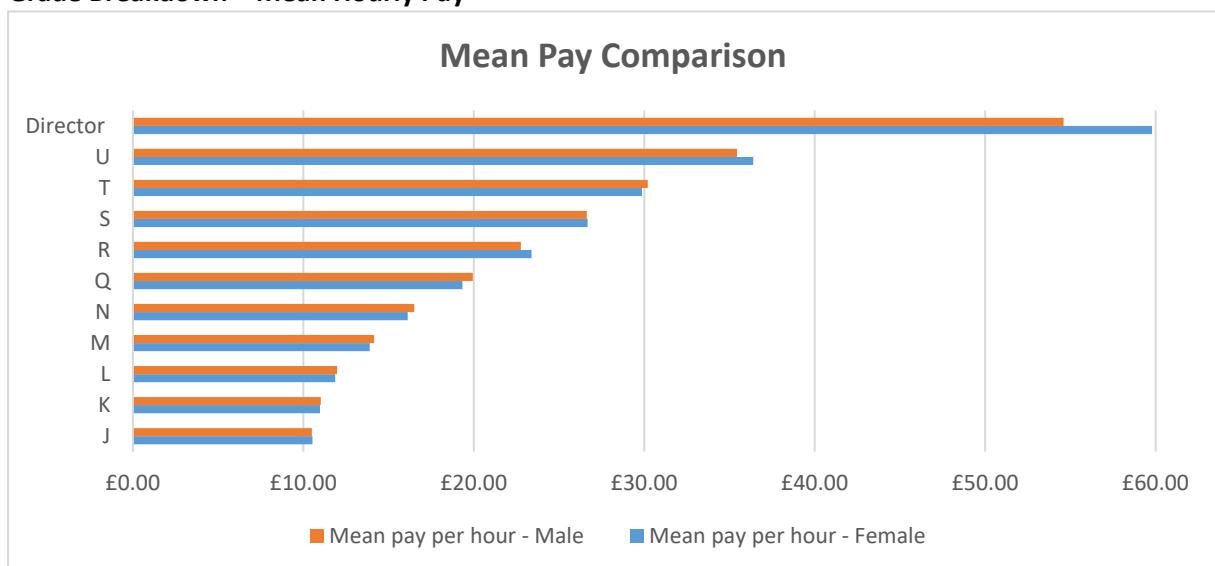


Mean Gender Pay Gap – Hourly Pay

These figures are calculated on a Full Time Equivalent basis, assuming a standard 37 hour working week. Noting over the last 4 years the mean pay gap has been negative confirming the female gender earn more than the male. Although through the majority of the organisation the mean gender pay gap is almost equal. The percentage is impacted through females earning higher pay than males in the organisation at most senior roles.

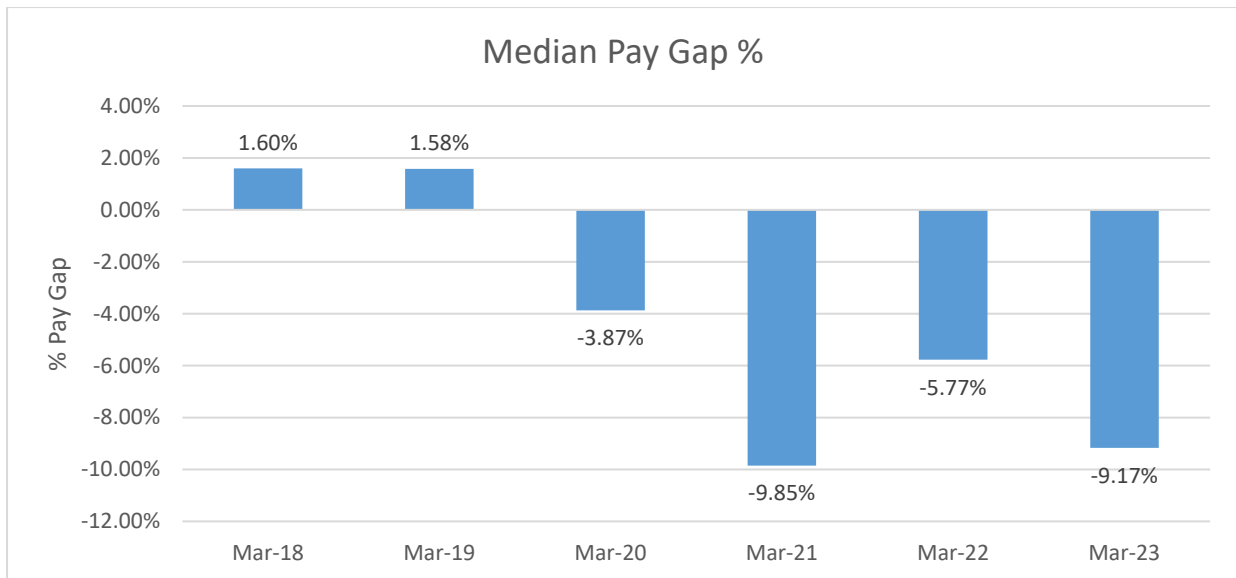


Grade Breakdown – Mean Hourly Pay

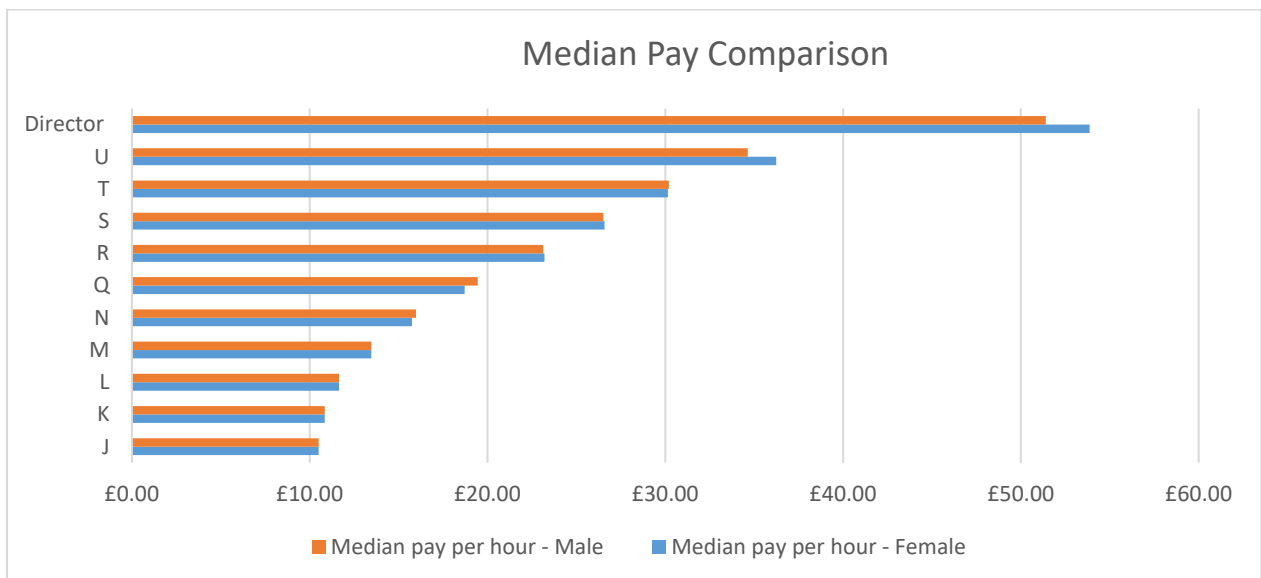


Median Gender Pay Gap

The median pay is the exact mid-point of our pay data set. Half of all employees in the data set earn more than the median and the other half less. Overall, for the fourth consecutive year, more females have earned higher than the Median pay point, however this is influenced by the number of females working within the organisation.



Grade Breakdown – Median Pay Gap

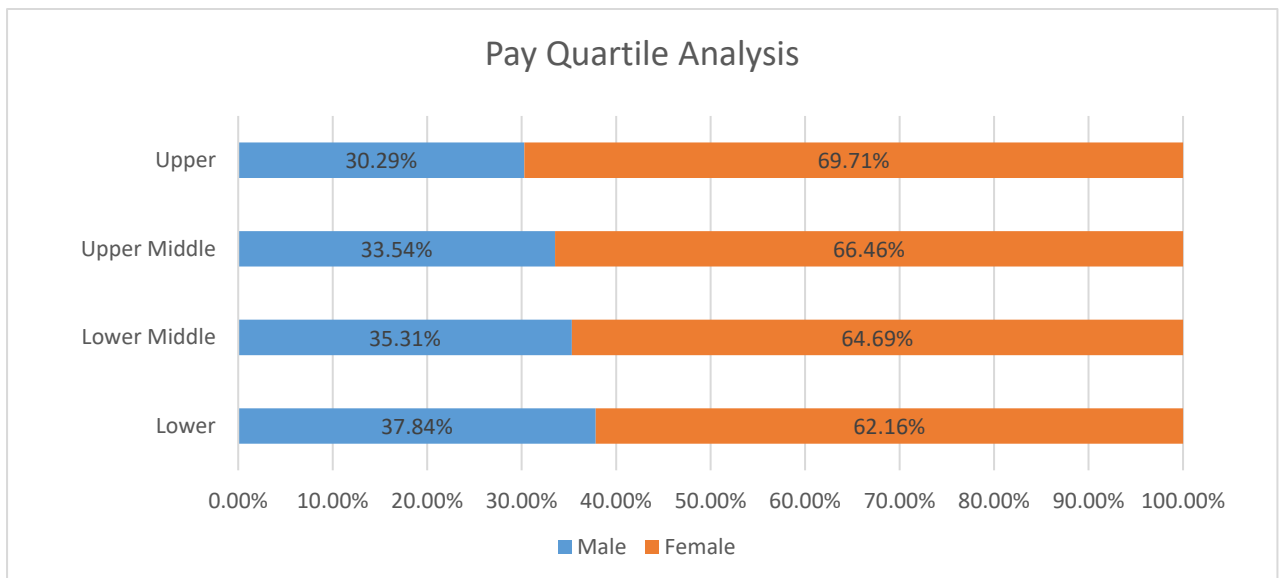


Bonus Gender Pay Gap

The council does not make any bonus payments to employees; therefore, bonus calculations are not applicable.

Pay Quartiles

The male to female ratio over the four quartiles are quite consistent and reflective of the gender split in the organisation.



The Pay and Reward Project

The Pay & Reward project was implemented on 1st September 2023, so the impacts of the project are not reflected in the data snapshot that this report has been based upon.

The aim of the Pay and Reward project was to deliver a consistent, transparent, affordable and competitive pay and reward structure for both current and future employees of Swindon Borough Council.

The pay and reward programme was started in 2018/2019 with a view to address:

- Issues with retention of staff and reduced operational effectiveness, meaning the Council will have increased reliance on a smaller number of colleagues with increased work burdens.
- Reliance on agency staff and increased cost due to this reliance
- Market pay erosion of the system leading to a lack of ability to appoint suitably qualified or experienced candidates again leading to operational effectiveness loss over time.
- A requirement for greater flexibility in operational practice which is not currently available within the Council's existing terms and conditions of employment.

Declaration

I confirm that the data reported by Swindon Borough Council is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.