

GENDER PAY GAP 2020 REPORT SUMMARY

Nottingham City Council (NCC) aims to be a sector leader in equality, diversity and inclusion and for Nottingham to be an internationally successful and prosperous city that offers its residents the means and opportunities to realise their potential. Our equality objectives help us focus on what we need to do to advance equality through the decisions that we make with our policies and practices for both city residents and employees. Narrowing the gender pay gap for NCC employees is one way in which we ensure this happens.

The make-up of our workforce

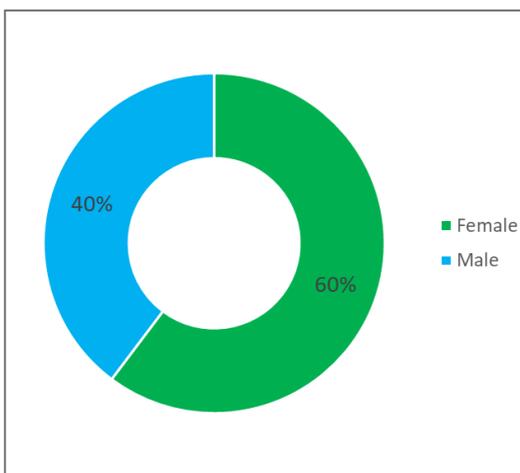


Figure 1 Gender Split

Percentages of female and male employees at NCC

Pay and bonus gap

Our pay report is based on a snapshot of pay on 31st March 2020.

The mean average pay gap for 2020 is 2.9%, i.e. for every pound earned by the average man, the average woman earns just over 97p. The reason for the gap is that males are slightly overrepresented in the highest two quartiles, which means that they earn more on average by a large enough margin to raise their mean hourly rate.

The median average pay gap for 2020 is 0%, i.e. for every pound that the male at the middle of all male earners is paid, the female at the middle of all female earners is paid the same. This is because Nottingham City Council implemented a simpler grading system in April 2017, where each grade went from having four or five spinal points to only having two. This change has enabled the median of both genders to become identical.

Pay Quartiles

	Women	Men
Upper Quartile	59.9%	40.1%
Upper Middle Quartile	59.0%	41.0%
Lower Middle Quartile	61.5%	38.5%
Lower Quartile	58.9%	41.1%

Figure 2 Table showing percentages of males and females in each pay quartile

Our bonus payments

The **mean bonus pay gap for 2020 is minus 86.7%**. The **median bonus pay gap for 2020 is minus 32.7%**. These figures relate to only 23 employees in the Theatre Royal Concert Hall (TRCH). The 16 women and 7 men represent **0.4%** and **0.3%** of their populations respectively. Employees earn commission for concessions that the whole team sells to theatregoers (split fairly across team members).

The method of calculating bonus does not allow for differences in the number of hours per week worked. Pro rata bonuses received by the part-time employees are not adjusted for the purposes of the bonus pay gap calculations. This year, more females worked the shifts that accrued commission than males.

If the bonuses were calculated as an hourly rate like the other pay gaps are calculated, the bonus gap would reduce considerably.

Making changes

What we've done

- Rolled out Equality, Diversity and Inclusion Strategy 2021-23.
- Reviewed and strengthened our approach to engaging with Staff Networks and Support groups to ensure we have a strong employee voice and an inclusive environment for all employees. Although there is not a corporate women's staff network, there is a women's network in Commercial and Operations.
- Policies for work/life balance, including childcare vouchers and the flexible working framework enables inclusivity.
- Representative recruitment panels are now standard practice.

What comes next

- Consider data on the make-up of shortlists for recruitment to senior roles and explore implementation of the Rooney Rule, within the parameters of the positive action provisions of the Equality Act 2010.

- Targeted succession planning across NCC to ensure that we are meeting and sustaining our corporate equalities targets on diversity and inclusion.
- Continue to impact assess and respond to the impact of the Coronavirus pandemic and increased homeworking, particularly relating to childcare and unpaid caring responsibilities.