

SUBMISSION FROM ANGUS COUNCIL

Generally, in Angus Council we ensure all pupils have access to all areas of the curriculum and all types of learning. There are no boundaries to the choices girls or boys can make. The council has not made any special arrangements to target girls for any topics... nor indeed boys for others. This has not been an issue of concern for any pupil or family – young people have all been able to choose courses and subjects of their choice.

However, an example of addressing gender stereotyping from last year was when we worked jointly with a local roofing firm offering work placements to Brechin High School pupils. We were particularly keen to encourage girls as well as boys to participate in these work placements. This was with a view to breaking down the male occupational stereotype. This initiative won first place at the council's 2012 Excellence Awards for working in partnership.

The council believes ensuring equal pay between genders is an important issue and has an equal pay statement. In December 2012 we prepared details etc. on an equal pay audit, as attached for your information.

The council is committed to ensuring gender equality for all employees and service users. We consult regularly with our communities and can demonstrate where we have amended our proposals for example in respect of budget savings. One example was a proposal to close all crèches at leisure centres which was overturned by elected members in recognition that women are still the main carers of young children and there would be a significant detrimental impact on them and their ability to use leisure facilities should the crèches cease to exist. All crèches were maintained.

The council has a range of flexible working practices in place to assist work-life balance, which is particularly important for women, who remain the main carers of young children. This will be extended to include more agile working from home under our Transforming Angus agenda in due course.

In 2012 the council adopted an employee gender based violence policy, which although it is applicable to both male and female employees, has more impact on women, as there are significantly more women who are recipients of violence than men.

A policy on transgender employees was adopted in December 2012 to raise awareness of the issue, give reassurance to transgender employees, and provide practical guidance for managers and colleagues of an employee changing gender.

Both policies on employee gender based violence and transgender employees were also introduced to promote gender equality.

Richard Stiff
Chief Executive
Angus Council
11 February 2013

AND

PUBLICATION OF GENDER PAY GAP INFORMATION

REPORT BY ASSISTANT CHIEF EXECUTIVE

ABSTRACT

This report advises of a new obligation on the Council to publish gender pay gap information and advises of work already undertaken within the Council to identify the gender pay gap.

1. RECOMMENDATION

The terms of this report be considered.

2. BACKGROUND

Following the introduction of the Equality Act 2010, the Scottish Government introduced new regulations in May 2012 which placed a number of specific duties on “listed authorities”, the council being one, to publish equality related information. This “public sector equality duty” is reflected in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

One such duty is to publish gender pay information.

The gender pay gap is expressed as the percentage difference between men’s hourly pay (excluding overtime) and women’s hourly pay (excluding overtime).

The information is to be published no later than 30 April 2013 and then at intervals of not more than two years.

3. RESPONSE TO STATUTORY DUTY

On 1 April 2008, as part of the Single Status Agreement, the Council introduced a new pay structure for Local Government Employees (LGE), formerly APT&C and manual staff, which represent the vast majority of the Council’s staff.

The new pay structure was the subject of an equality impact assessment at that time to ensure that the design, amongst other things, was non-discriminatory in nature.

An integral part of the arrangements relating to the new pay structure was a three year pay protection period and since the end of that period in March 2011 we have been monitoring on an annual basis the gender pay gap to assess the impact of the new pay structure in relation to gender.

Although therefore publication of gender pay gap information will be a new obligation on the council, and albeit analysis to date has excluded chief officers and teaching staffs the council has the systems in place and is therefore well placed to meet the forthcoming statutory duty and ensure that the analysis in 2013 and beyond covers all employee groups.

4. CURRENT ANALYSIS OF GENDER PAY GAPS – LGE

The gender pay gap for all LGEs within the council is currently 8%, a reduction of approximately 10% from the 2011 figure of 8.85%.

The Office of National Statistics recently published median hourly earnings (excluding overtime) for both males and females, which show that the gender pay gap at a national level was 19.585% in 2010 and 19.48% in 2011. The ONS figures relate to both public and private sectors.

As the obligation to publish gender pay gaps will apply to all council's from 2013 there will be a greater opportunity to collect and use more meaningful comparative data in the future.

The Equality and Human Rights Commission (EHRC) guidance suggests that when assessing gender pay gaps, organisations should fully investigate pay gaps that are greater than 5% and treat pay gaps between 3 and 5% with caution.

The most appropriate means to further investigate the council's figure is to consider the pay gap on a grade by grade basis and the following tables do so for both 2011 and 2012. It should be noted that the information is compiled as at 1 April.

2012

FEMALES			MALES			
Grade	No of E'ees	Ave Basic Rate/Hr	Grade	No of E'ees	Ave Basic Rate/Hr	% Pay Gap
LG1	66	6.64	LG1	13	6.55	-1.34
LG2	272	7.33	LG2	141	7.28	-0.62
LG3	615	8.35	LG3	160	8.32	-0.30
LG4	357	8.93	LG4	151	8.93	-0.10
LG5	87	9.48	LG5	75	9.48	-0.08
LG6	438	10.43	LG6	97	10.42	-0.04
LG7	552	11.69	LG7	78	11.59	-0.93
LG8	140	13.29	LG8	104	13.41	0.89
LG9	149	15.15	LG9	76	15.22	0.48
LG10	248	17.31	LG10	96	17.32	0.11
LG11	14	18.96	LG11	11	19.14	0.92
LG12	54	20.86	LG12	56	20.82	-0.19
LG13	4	22.91	LG13	11	22.91	0.00
LG14	20	24.99	LG14	35	24.80	-0.77
	3016	10.94		1104	11.89	8.00

2011

FEMALES			MALES			
Grade	No of E'ees	Ave Basic Rate/Hr	Grade	No of E'ees	Ave Basic Rate/Hr	% Pay Gap
LG1	68	6.61	LG1	14	6.45	-2.48
LG2	279	7.17	LG2	143	7.15	-0.28
LG3	624	8.08	LG3	166	8.14	0.74
LG4	366	8.83	LG4	149	8.88	0.56
LG5	87	9.42	LG5	74	9.39	-0.32
LG6	449	10.10	LG6	102	10.12	0.20
LG7	572	11.24	LG7	86	11.32	0.71
LG8	126	12.90	LG8	100	13.24	2.57
LG9	153	14.60	LG9	79	14.81	1.42
LG10	249	16.76	LG10	89	17.01	1.47
LG11	13	18.83	LG11	11	18.90	0.37
LG12	57	20.37	LG12	59	20.67	1.45
LG13	6	22.29	LG13	11	22.23	-0.27
LG14	20	24.76	LG14	35	24.25	-2.10
	3069	10.61		1118	11.64	8.85

A negative pay gap favours women and analysis of the above shows, concentrating on 2012, that in nine of the 14 grades the gender pay gap favours women, in one grade it is neutral and in four it favours men (reducing from nine in 2011).

It is therefore evident that when analysed on a grade by grade basis the gender pay gap is well below the EHRC 3% cautionary threshold which means next to no concern for the council and indeed assurance that there is no inbuilt gender pay discrimination within our LGE pay structure.

In any pay structure which has increments there will always be variation as to where individuals are placed on the scale due to turnover and it is considered that the pay gap as shown for each grade can be explained by turnover and incremental progression.