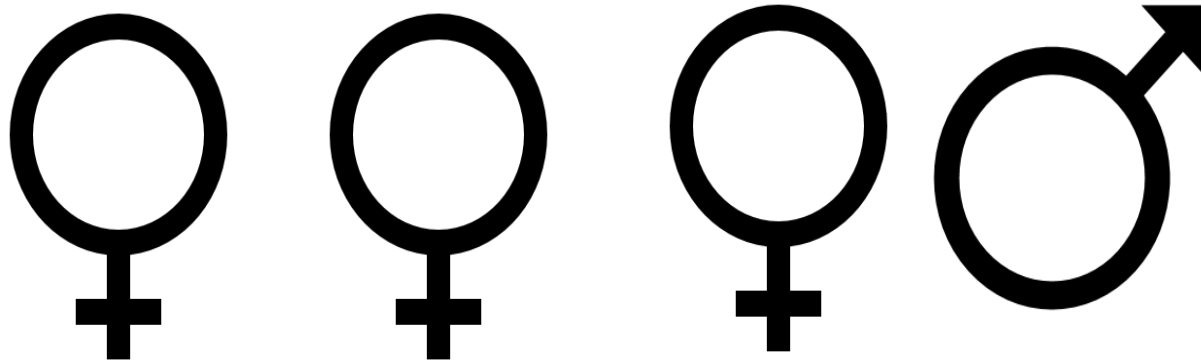


Gender Pay Gap Summary 2022

(March 2021 Data)



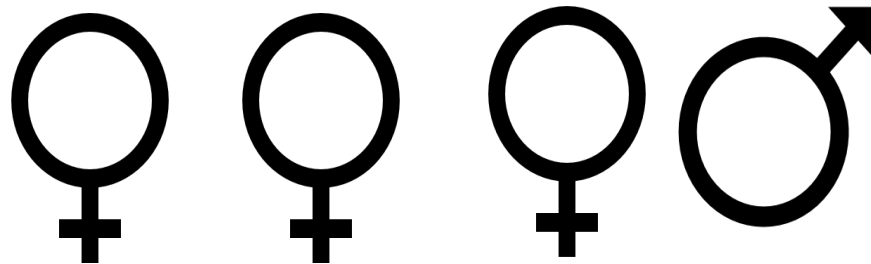
March 2021 Data

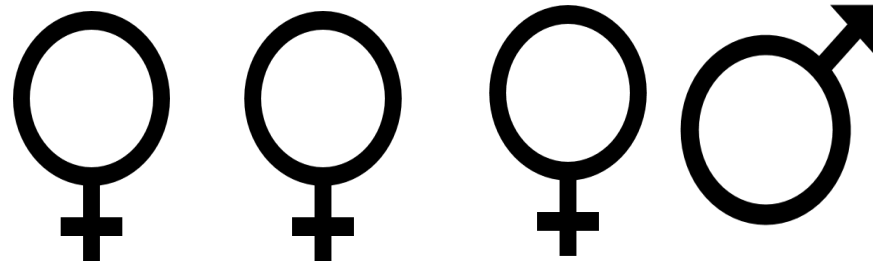
- This summary shows the latest Gender Pay Gap figures using the snapshot month of March 2021.
- Whilst the figures have been updated here, a full report has not been completed as the other information, action plan and progress is continuing in line with the 2021 report published in October 2021. [Gender Pay Gap report 2021 | Cumbria County Council](#)
- The Council is currently focusing its resources on the preparations for Local Government Reorganisation in April 2023.
- The Councils People Plan 2022 / 2023 will support the transition to the two new unitary Councils and builds on the many actions already taken to support, encourage and grow employees. It covers 3 main themes:
 - Looking After ‘Our People’
 - Enabling ‘Our People’
 - Growing ‘Our People’

Gender Pay Gap Summary 2022

(2021 Data)

The Government requires employers to publish 6 sets of figures relating to their Gender Pay Gap, from the 'snapshot' month of March each year, and these are described on the following pages. These include the percentage split of men and women across the pay ranges and both the median and mean figures which are different ways of presenting averages. The Government is specific about what should be counted and it excludes those whose are receiving reduced pay such maternity, long term sickness etc.





The Gender Pay Gap is the difference in average pay received by men and women.

Whilst there are more women working in the Council, the men are more evenly spread across the pay ranges and so their average pay is higher. This is the cause of the pay gap.

It is important to note that Cumbria County Council recognises people of other genders and is keen to promote diversity and inclusivity. However for the purpose of this report, which requires completion in accordance with the government regulations, the figures relate to male and female employees.

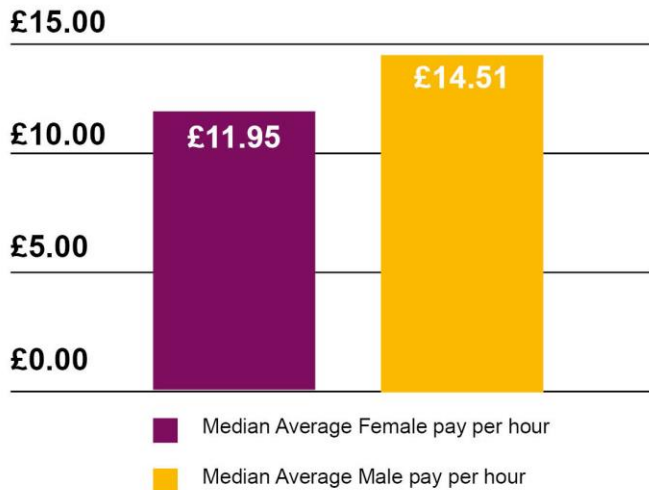
The gender pay gap is not the same as unequal pay. By law, men and women must get the same pay for doing the same or a similar job or, a job that is rated as being of 'equal value' and the Council uses fair pay and grading arrangements to ensure this happens.

1. Median Gender Pay Gap

The median is the middle number in a list from lowest to highest.

It is used because it represents the middle value, in this case the pay level and is not so influenced by the highest or lowest earners but is affected by the distribution of men and women across the workforce.

Median Pay Gap = 17.62%



CCC Median Average

17.62%

Public Sector Median Average

18%

National Median Average

15.4%

2021 comparison with National figures

(Office for National statistics)

Median Pay Gap per quartile

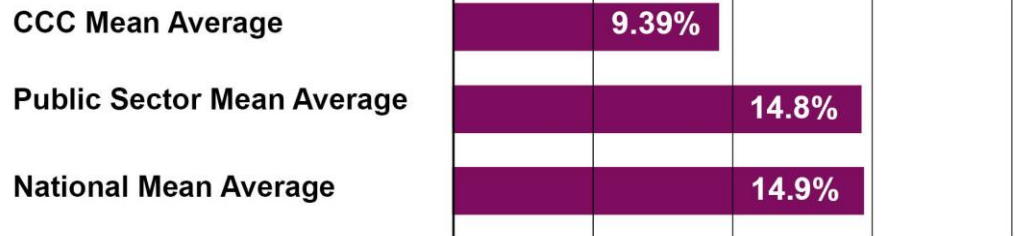
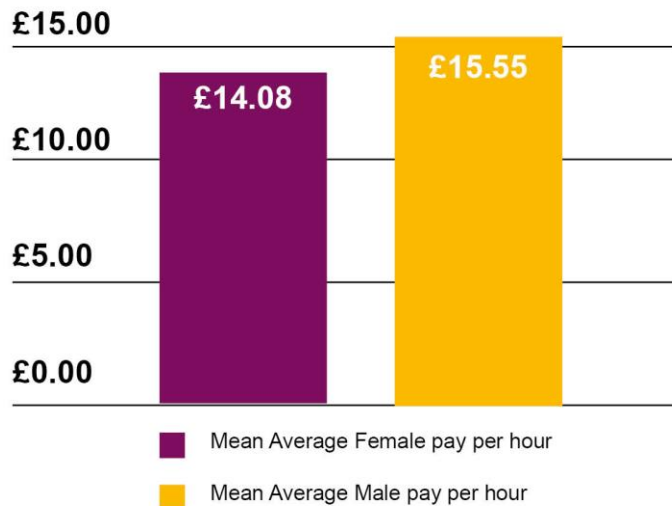
Overall	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
17.62%	-0.53%	4.11%	0.00%	2.96%

2. Mean Gender Pay Gap

The mean is the total of all female pay divided by the number of females and is compared to the total male pay, divided by the number of males.

This is used because it includes all pay from the lowest to the highest but it can be affected by the highest earners.

Mean Pay Gap = 9.39%



(Office for National statistics)

Mean Pay Gap per quartile

Overall	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
9.39%	-7.41%	2.66%	-0.63%	4.83%

3. Percentage of men and women in each quartile

	Quartile Gender Split			
Overall	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
Female 69.31%	82.75%	73.73%	53.99%	66.77%
Male 30.69%	17.25%	26.27%	46.01%	33.23%

Of the 6,051 employees included overall, 69.38% are female.

This table shows where employees are in the pay scales. The scale is broken into 4 parts or Quartiles. Whilst the Council employs more females overall there are proportionately more men in the higher pay quartiles.

Median Figures:

As a result the “Middle Man” is in the Upper Mid Quartile, the “Middle Women” is in the Lower Mid Quartile. This is the cause of the pay gap.

Bonus

4. Percentage of men and women receiving bonus pay



5. Median bonus gender pay gap

Median = -101.41%
(women were paid more than men)

6. Mean bonus gender pay gap

Mean = -152.84%
(women were paid more than men)

It is important to note that the Council does not have bonus schemes however in accordance with the gender pay gap regulations this 'bonus' measure must include payments such as recruitment payments for hard to fill jobs like social workers, continuous professional development payments made to firefighters, and honoraria or additional responsibility payments for those working above their job grade.

Comparing the Council's Gender Pay Gap

The reasons behind these numbers are varied. The council employs more women than men (69.38%). However there are a disproportionate number of men in more senior roles. This is the main reason for the Council's Gender Pay Gap.

Social care positions mostly fall into the Lower and Mid Quartiles and have a disproportionately high level of women. The council wants to encourage more men in social care roles and more women into predominately male roles and this would help reduce the gender pay gap.

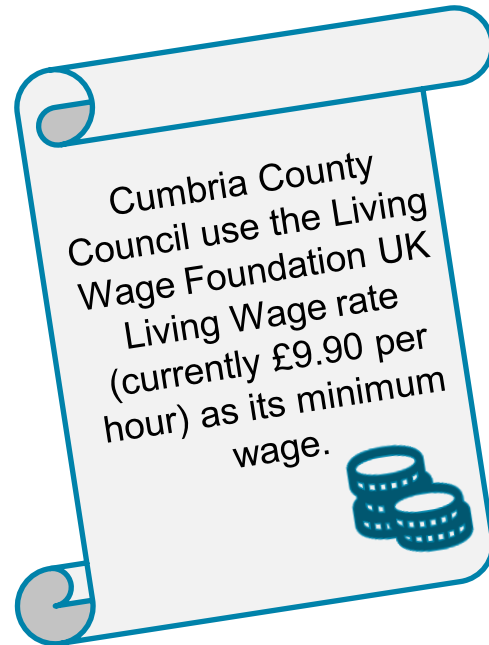


The Council Gender Pay Gap is closing

Key messages from the 2021 figures

- The gender pay gap is continuing to close year on year.
- Both the mean average and median average pay gap figures have reduced further. Although there is still a slightly bigger median gender pay gap at the Council, than the national median comparator, the gap continues to reduce.
- The median pay gap figures also continues to reduce across all quartiles except for the upper quartile where there is a very slight increase.
- There continues to be no median pay gap in the Upper Mid Quartile.
- The mean pay gap also continues to reduce across all quartiles.
- The Council employs a higher proportion of women (69.38%) than men (30.62%) and there are more women than men in all four pay quartiles.
- Of the County Council's top four salaries in March 2021, three roles were held by females, one of which is the Chief Executive.
- The Council pays the Living Wage Foundation UK Living Wage rate (currently £9.90 per hour) as its minimum wage, and this is higher than many equivalent jobs in the private sector.

How is CCC improving the Pay Gap?



Fair Pay and Grading

Cumbria County Council pay all employees the same for doing the same work or work of equal value.



Family Friendly and Flexible Working options

- Part time
- Flexitime
- Flexible work locations including working from home
- Compressed hours
- Job share
- Term time working

Learning, Development and Career Progression

- Leadership & Management qualifications
- Professional qualifications
- Secondments and project work
- Apprenticeships for new and existing staff

Innovative and Fair recruitment

- Targeted advertising including the use of social media to reach a wider audience
- Encouraging more men to work in social care and more women to work in male dominated roles such as Firefighters.
- Fairer application forms and processes
- Unconscious bias training for recruiters
- Equality, diversity and inclusion statement on job adverts

How is CCC improving the Pay Gap?

Engagement and Consultation with employees through network groups, surveys, other communication channels and collaborative working with the trade unions

Providing Wellbeing support to help employees be happy and productive

... the Council will continue to regularly monitor, review and develop practices that provide equality of opportunity for all and ensure the Council uses the best talent and skills available for a diverse and inclusive workforce to the benefit of the communities it serves, its employees and its partners, regardless of gender or any other characteristic...

Future Developments and Actions

- The Covid Pandemic has resulted in New Ways of Working for the Council and it is hoped that this will increase flexibility and accessibility which will further remove barriers to progression for women and the whole workforce.
- The Council has also engaged an independent company to review the current pay and grading arrangements. The outcome of this review may identify further actions which may impact on the gender pay gap.
- The review of Local Government in Cumbria has resulted in a proposal for two Unitary authorities. This means that the County Council in its current format will cease in April 2023 and two new employers will be created. Each will be required to provide their Gender Pay Gap figures. This will impact on the figures.