



WSSC Gender Pay Gap 2018/19

Thank you for looking at our 2018/19 Gender pay gap results. We are proud of our record in relation to paying staff, although we are not complacent and accept that there is always more to do.

WSSC is an organisation led by a set of values. We want to encourage and empower our staff by building the right culture that places customers at the heart of what we do, guided by our [values](#).

Our cultural ambition is "to be an organisation which lives and breathes our values, where all of our people are able to work in an empowered, collaborative and innovative way to make a real and positive difference for all our communities".

In this document, you will find information to explain how the results have been calculated and providing some context and background information. We hope you find it useful and informative.

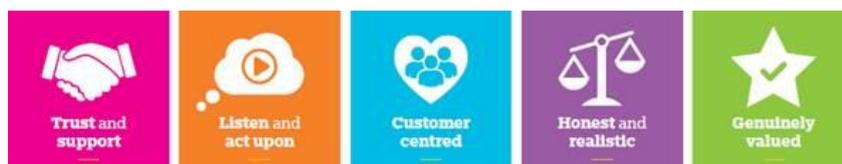
These reporting requirements give us an excellent opportunity to shine a spotlight on pay equality and focus our minds on this important agenda.

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Chief Executive

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What you will find in this document

WSCC Gender Pay Gap 2018/19	1
Section 1: Background	3
<i>What counts as pay?</i>	3
Section 2: WSCC Context	5
<i>Our approach to pay and grading arrangements</i>	5
Section 3: Our Results	6
<i>Gender Pay Gap</i>	6
<i>Bonus Gender Pay Gap</i>	6
<i>Results by Quartile</i>	7
<i>Analysis by quartiles</i>	8
Section 4: Commentary	9
<i>WSCC results in context</i>	9
<i>Bonus Pay</i>	9
Section 5: Conclusions	10
<i>Strengths</i>	10
<i>Opportunities for Improvements</i>	10

Tables

Figure 1: WSCC gender balance	5
Figure 2: WSCC working time balance	5
Figure 3: WSCC employees by gender and full/part time working	5
Figure 4: Gender Pay Gap Results by Quartile	7
Figure 5: Gender Pay Gap Results by Quartile (pie charts)	7
Figure 6: WSCC pay gaps against national comparator	9
Figure 7: WSCC pay gaps comparison against last year	9

Need to get in touch?

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Section 1: Background

Under the Equality Act 2010, the County Council has a mandatory duty to report the pay position of our workforce, by gender, with a focus on the pay 'gap', if this exists.

The legislation says that all employers with over 250 employees on a date, known as the 'snapshot date', must report their gender pay gap. This will be reported on an annual basis. The snapshot date for West Sussex County Council and all public sector employers is 31 March 2018.

What is a gender pay gap?

A gender pay gap is the difference between the average hourly rate of pay for men and women

The gender pay gap looks at all roles and shows whether men are on average occupying higher paying roles than women or whether women are occupying higher paid roles than men. It is not a comparison of pay between people doing the same work.

Who is included in the information?

We have included all relevant employees who were working on the snapshot date of 31 March 2018. Specifically this includes employees:

- Who were full or part-time,
- On permanent, short term or fixed term contracts.
- On contracts of apprenticeship.
- On 'casual' contracts. The extended definition of employment from the Equality Act 2010 (section 83) applies and for these purposes we define a "casual" worker as someone with a written agreement to provide work on an 'as and when' basis. Where we included casual work, we have applied an averaging period of 12 weeks so that a representative sample of weekly hours can be used for the purpose of this analysis.

We have excluded:

- Employees who work in schools, as Schools employing 250 or more employees at 31st March 2018 must report their own figures.
- Workers in a temporary role employed by an employment agency.
- Those who are paid by submitting an invoice for their services, because we do not have data on their hourly rates and it is not reasonably practical to obtain this.

What counts as pay?

For this report, pay is calculated as follows:

- Pay for full and part-time employees who worked on or were on annual leave on the snapshot date.
- All allowances which are paid regularly and linked to working arrangements or core duties e.g. area allowances, shift allowances, market supplements.
- For this analysis overtime is excluded.

Staff who were not paid full pay because they were absent or did not work that month as a casual are also excluded.

The six areas we are required to report are set out below:

1. **Mean gender pay gap:** This means the difference between the mean hourly rate of pay of male full-pay employees and female full-pay employees.
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay employees and female full-pay employees.
3. **Mean bonus gender pay gap:** The difference between the mean bonus pay paid to male and female relevant employees.
4. **Median bonus gender pay gap:** The difference between median bonus pay paid to male and female relevant employees.
5. **Proportion of male and female employees who received bonus pay:** Bonus pay has to be reported over the previous 12 months (31 March 2017 to 31 March 2018).
6. **The proportion of males and females in each pay quartile:** Pay band for the mean and median gender pay gaps.

Section 2: WSCC Context

At 31 March 2018, the County Council had 5,420 employees.

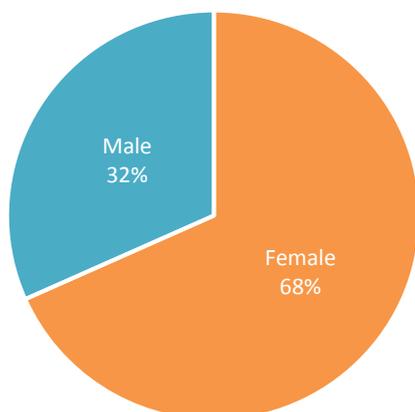


Figure 1: WSCC gender balance

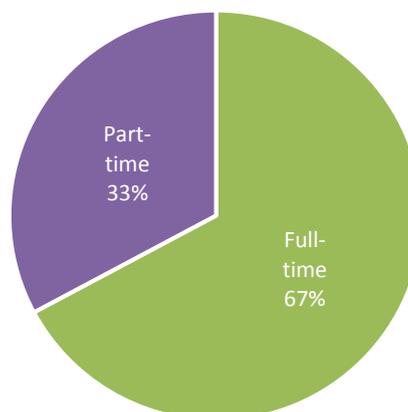


Figure 2: WSCC working time balance

Workforce	Male	Female	Total
Full-time	1,468 (85%)	2,173 (59%)	3,641
Part-time	249 (15%)	1,530 (41%)	1,779
Total	1,717	3,703	

Figure 3: WSCC employees by gender and full/part time working

Our approach to pay and grading arrangements

WSCC employed a range of different staff groups. These include:

- Local Government employees employed on national terms for local government employees;
- Teachers employed on Teaching terms and salaries;
- Soulbury staff such as educational psychologists and education advisers employed on specific terms;
- Youth Workers employed on Youth national terms; and
- Fire and Rescue staff employed on national fire fighter terms.

In addition, some managers and senior managers have national terms with local pay arrangements. For more information on our range of pay structures, please see the [Pay Policy](#) on our website.

Section 3: Our Results

Gender Pay Gap

The Mean

Male mean hourly pay	£15.70
Female mean hourly pay	£14.54
Mean gender pay gap	7.38%

The Median

Male median hourly pay	£13.96
Female median hourly pay	£12.71
Median gender pay gap	9.67%

Bonus Gender Pay Gap

The Mean

Male mean bonus pay	£446.95
Female mean bonus pay	£396.27
Mean gender bonus pay gap	11.34%

The Median

Male median bonus pay	£506.82
Female median bonus pay	£444.82
Median gender bonus pay gap	12.23%

Summary

Measure (including WSF&R)	Male	Female
Total Corporate Staff	1717	3703
Total Receiving Bonus	187	9
% Receiving Bonus	10.89%	0.24%

Measure – WSF&R	Male	Female
Total WSF&R staff	567	33
Total receiving bonus	187	9
% Receiving Bonus	32.98%	27.27%

Results by Quartile

Quartiles	Hourly rate range	Total employees per quartile	Total males (per quartile)	Male as a % per quartile	Total females (per quartile)	Female as a % per quartile
1	£0.01-£10.35	1,356	324	23.89%	1,032	76.11%
2	£10.36-£13.90	1,355	410	30.26%	945	69.74%
3	£13.90-£17.87	1,354	513	37.89%	841	62.11%
4	£17.87-£98.48	1,355	470	34.69%	885	65.31%
TOTALS		5,420	1,717		3,703	

Figure 4: Gender Pay Gap Results by Quartile

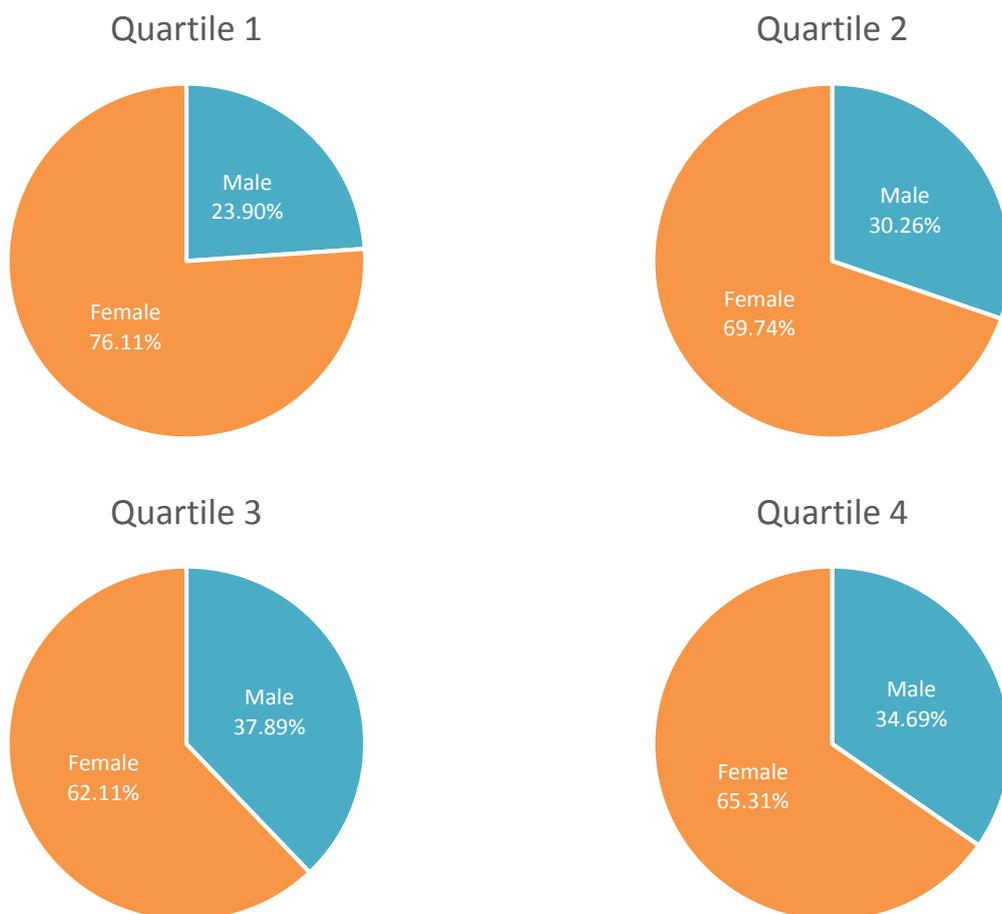


Figure 5: Gender Pay Gap Results by Quartile (pie charts)

Pay quartiles are calculated by ordering employees by their hourly pay and dividing the employees into four groups, each with an equal number of employees - each group is a quartile. Quartile one is the lowest paid 25% of staff and quartile four is the highest paid 25% of staff. Quartile four ranges include a small number of senior managers and so the range is more extensive than other ranges.

Within WSCC, the highest proportion of women are in quartile one (76.11%). Whilst the proportion of women decreases in quartiles two and three, this changes at the top quartile with an increase to over 65% women in the top quartile of earners.

Within WSCC, the lowest proportion of men are in quartile one (23.89%). The percentage of male employees increases during quartiles from two and three and slightly decreases in quartile four.

Analysis by quartiles

Each of the quartiles contains a higher % of female employees than male employees broadly reflecting the distribution of female employees across the workforce (68%), but women are particularly well represented in quartiles one and two.

In quartile four, which includes our most senior management grades, female employees are the largest staff group. This demonstrates that our female employees are being recruited and promoted into the management grades.

We have already encouraged female senior managers to share their experience of being a leader in the organisation and we will continue to build on this.

The number of females in the quartiles below quartile four indicates there may be a need to encourage recruitment, retention and progression.

Section 4: Commentary

WSSC have undertaken the gender pay gap analysis and found that, while we have a gender pay gap, this is below national comparators for the public sector for both mean and median gender pay gaps as shown in the table below.

WSSC are not complacent about gender pay and will keep the results under review.

WSSC results in context

Our mean and median gender pay gaps are below national comparators.

Measure	National Comparator*	WSSC
Mean Gender Pay Gap	17.7%	7.38%
Median Gender Pay Gap	19.4%	9.76%

Figure 6: WSSC pay gaps against national comparator

*ONS ASHE Survey 2017 - public sector for employees (full and part time employees)

Our Gender Pay Gap has decreased since last year.

	WSSC 2017	WSSC 2018	Difference
Mean Gender Pay Gap	7.75%	7.38%	-0.37%
Median Gender Pay Gap	9.81%	9.76%	-0.05%

Figure 7: WSSC pay gaps comparison against last year

	WSSC 2017	WSSC 2018	Difference
Mean Bonus Gender Pay Gap	20.19%	11.24%	-8.95%
Median Bonus Gender Pay Gap	24.81%	12.23%	-12.58%

Figure 8: WSSC pay gaps comparison against last year

Bonus Pay

The only payment which met the criteria for a bonus payment is a payment made for Continuing Professional Development (CPD) within West Sussex Fire & Rescue Service (WSF&R). This is a discretionary payment, paid on receipt of an application form and evidence, and it is paid at different amounts, linked to basic salary/grade.

The results reflect the number of operational fire fighters in receipt of the allowance over 12 month period to 31st March 2018.

WSF&R is aware that female employees are underrepresented when compared to male employees and are currently taking action to address this. This includes developing an Equality and Diversity Action Plan, as part of their People & Culture Strategy, and implementing a range of specific initiatives, such as signing up to the 'HeforShe' pledge.

When the bonus payments were reviewed, the same levels of bonus payment were found to be made to male and female employees carrying out the same job roles.

However, because the service employs more male than female employees, this is creating a distorting effect, which is the main reason for the level of gender pay gap for mean and median bonus payment figures.

The gender pay gap indicates a need to encourage the recruitment, progression and retention of female staff. This will be addressed in the service's Equality and Diversity Action Plan.

Section 5: Conclusions

Strengths

- Our gender pay gap for 2018 is below the UK average and compares favourably within other Local Authorities and other Fire Authorities.
- Our actions to address equal pay are working and we are heading in the right direction.
- Women are represented at all levels within the organisation from management grades to professional and support staff and we offer a generous range of terms and conditions and benefits, to promote equality.

Opportunities for Improvements

- We recognise that our gender pay gap is heavily influenced by occupational segregation, where certain professions are undertaken more by one gender than the other and that tackling this is likely to take time.
- We are not complacent about gender pay and are committed to reducing the gender pay gap, improving the diversity of our workforce and removing barriers to equality.

- Our emerging workforce strategy 2018-22 supports this commitment through:
 - Embedding a value-based inclusive culture which underpins and guides our approach as an organisation.
 - Developing a targeted 'positive action' plan for males and females into professions where they are currently under-represented. Our target is a 10% reduction in the under-representation in each specific area by 2022.
 - Strengthening our approach to and take up of flexible working.
 - Measuring our performance through external equality standard benchmarking.
 - Delivering a programme of unconscious bias and inclusive leadership training.

The work to support delivery of the workforce strategy is currently underway and the impact of actions is more likely to be seen in next year's commentary (2019/20) and subsequent years.
