

CORPORATE AND COMMUNITY SERVICES

Gender Pay Gap 2023

FEBRUARY 2024



North Kesteven
DISTRICT COUNCIL

Alternative Formats

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1. Introduction

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'. Whereas, a negative gender pay gap indicates that women earn more than men.

For example:

- A pay gap of **4%** means that women earn 4% **less** than men per hour, i.e. women earn 96p for every £1 that men earn when comparing average hourly wages.
- A pay gap of **-4%** means that women earn 4% **more** than men per hour, i.e. women earn £1.04 for every £1 that men earn when comparing average hourly wages.

The 'perfect' gender pay gap is 0%, as this means women earn £1 for every £1 that men earn when comparing average hourly wages, i.e. men and women earn the same average hourly wage.

The mean and median gender pay gaps must be published. These are two different calculations, resulting in two figures for the gender pay gap.

- The **mean** gender pay gap is a measure of the difference between women's mean (or average) hourly wage and men's mean (or average) hourly wage.
- The **median** gender pay gap is a measure of the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

The mean gender pay gap can be more affected than the median by a small number of employees who receive a particularly high or low hourly wage in comparison to the rest of the organisation.

Is gender pay gap the same as equal pay?

No, the gender pay gap is not the same as equal pay. Since 1970, by law, men and women must receive equal pay for doing 'equal work' (work that equal pay law classes as the same, similar, equivalent or of equal value). This means someone must not be paid less compared to someone who is both the opposite sex and doing equal work for the same employer.

Therefore, equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. By contrast the gender pay gap shows the difference in the average pay between all men and women in a workforce.

A gender pay gap can exist if women are more likely than men to be in different roles in the organisation. For example, if women do more of the less well paid jobs within an organisation than men, the gender pay gap is usually bigger.

What must be published?

The following must be published on the Council's public-facing website and reported to government via the government gender pay gap reporting website:

- 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
- Proportion of males and females in each pay quartile.

The figures must be calculated using a specific reference date - this is called the 'snapshot date'. The snapshot date each year is 31 March for public sector organisations.

Summary

This report provides:

1. The gender pay gap for 2023 – the information that is required to be published
2. A comparison of the gender pay gaps for NKDC from 2019 to 2023
3. Gender pay gaps for individual Divisions for 2023
4. A comparison of 2022 gender pay gaps reported by District Councils
5. Gender by pay grade
6. Market supplements by gender

Mean gender pay gap

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage, as a percentage of men's pay.

For example, a mean gender pay gap of 4% means that women earn 4% less than men per hour, i.e. women earn 96p for every £1 that men earn when comparing mean hourly wages.

A positive pay gap indicates that women earn less than men when comparing mean hourly wages, whilst a negative pay gap indicates that women earn more than men. A pay gap of zero shows that women earn the same as men when comparing mean hourly wages.

Comparatively high or low hourly rates have an impact on the mean and hence the mean gender pay gap. If, for example, all the highest paid roles in the organisation are held by men, the mean hourly pay for men is likely to be higher than for women. This will result in a mean gender pay gap.

Median gender pay gap

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man), as a percentage of men's pay.

For example, a median gender pay gap of 4% means that women earn 4% less than men per hour, i.e. women earn 96p for every £1 that men earn when comparing median hourly wages.

A positive pay gap indicates that women earn less than men when comparing median hourly wages, whilst a negative pay gap indicates that women earn more than men. A pay gap of zero shows that women earn the same as men when comparing median hourly wages.

As the median is less sensitive to comparatively high or low hourly rates, the median pay gap is impacted less by small numbers of employees earning particularly high hourly wages.

Quartile

Pay quarters, or quartiles, are calculated by splitting all employees in an organisation into four groups according to their level of pay, with an equal number of employees in each group.

From highest paid to lowest paid, these groups are known as the:

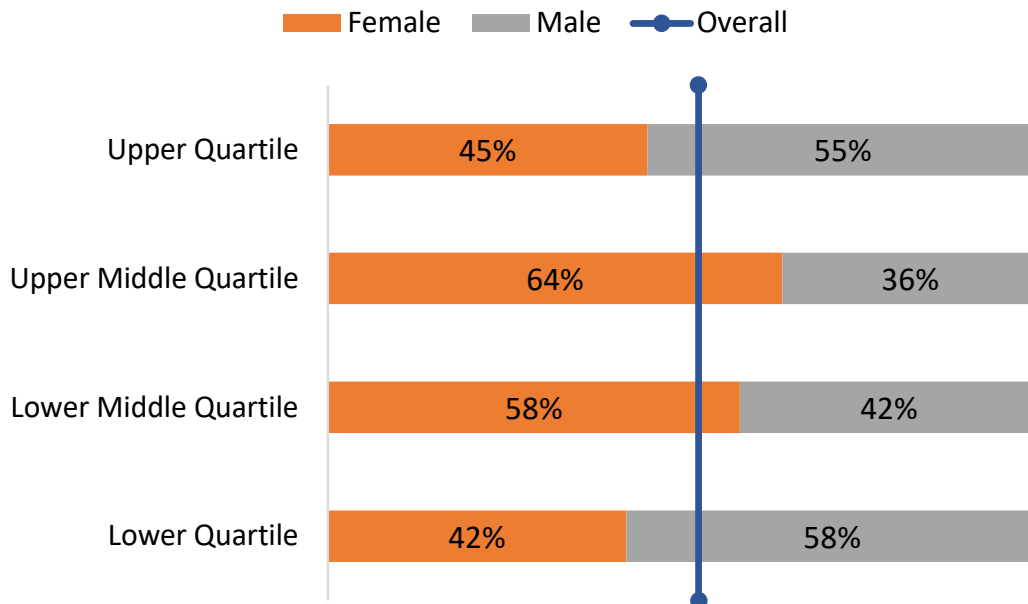
- Upper quartile (the top 25% of employees by hourly pay, the highest paid)
- Upper middle quartile
- Lower middle quartile
- Lower quartile (the bottom 25% of employees by hourly pay, the lowest paid).

Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

For example, if 50% of employees are female, but only 10% of the upper quartile are female, then women are underrepresented at the top of the organisation. In this example, the majority of the highest paid roles in the organisation (90%) are filled by men. This could be due long hours being required for senior roles which do not fit around caring and family commitments, women not applying for promotions or particular job vacancies, or other factors.

3. Gender Pay Gap 2023

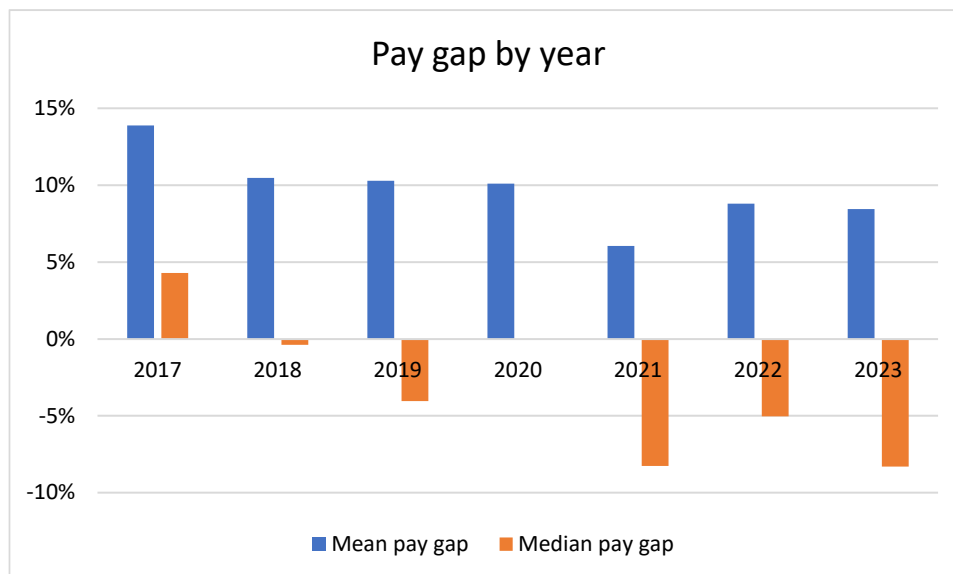
- Women’s **median** hourly wage is **8% higher** than men’s.
Women earn £1.08 for every £1 that men earn when comparing median hourly wages.
- Women’s **mean** hourly wage is **8% lower** than men’s.
Women earn 92p for every £1 that men earn when comparing mean hourly wages.
- Proportion of women in each pay quarter.
Women occupy 45% of the highest paid jobs and 42% of the lowest paid jobs.



- No bonuses were paid.
- Please note that market supplements are classed as ordinary pay for the gender pay gap calculations. More detail on market supplements by gender can be found in [Section 8](#).

4. Comparison with Previous Years

Pay Gap



Men still earn more when comparing mean hourly wages, however the mean pay gap has decreased by 0.3%, from 2022 to 2023, after the first increase the previous year. This is the lowest difference than any previous year besides 2021.

The median pay gap has returned to almost the same value from 2021, although now slightly higher making it both the largest median pay gap over the past six years as well as the largest difference between the mean and median.

	2017	2018	2019	2020	2021	2022	2023
Mean pay gap	13.88%	10.47%	10.30%	10.10%	6.06%	8.80%	8.45%
Median pay gap	4.30%	-0.38%	-4.04%	0%	-8.27%	-5.04%	-8.30%

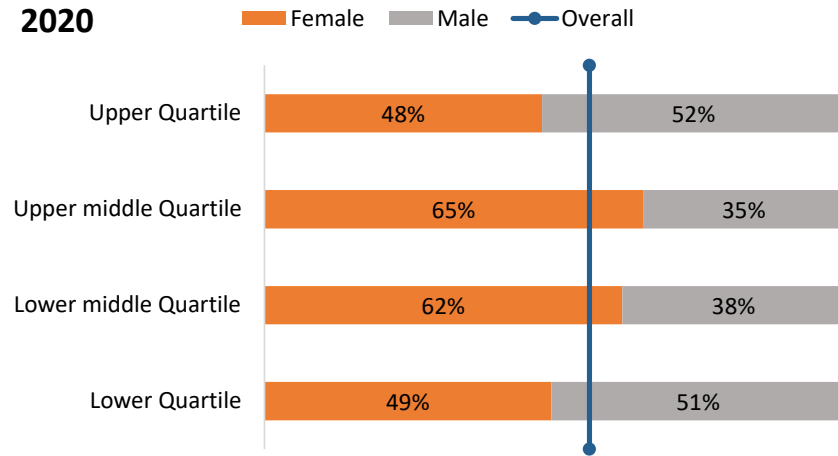
Mean pay for women increased by £1.22 (8.2%) from 2022 to 2023, while mean pay for men increased by £1.26 (7.7%) decreasing the mean pay gap slightly.

In 2022 the median pay for men was £13.30, whereas for women, it was £13.97. In 2023, the median pay for men has increased by 56p to £13.86, while median pay for women also increased by £1.04, to £15.01, resulting in a negative pay gap, the largest since it has been tracked.

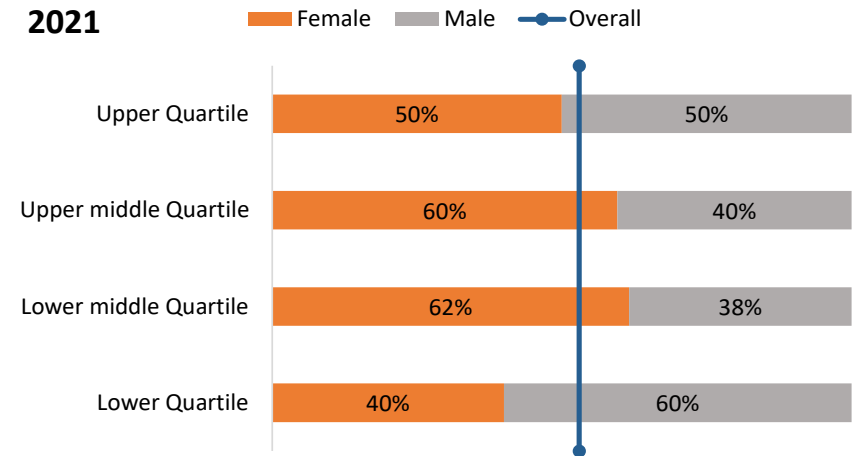
	2019		2020		2021		2022		2023	
	Mean pay	Median pay	Mean pay	Median pay	Mean pay	Median pay	Mean pay	Median pay	Mean pay	Median pay
Female	£13.05	£11.97	£13.74	£12.84	£14.90	£14.01	£14.95	£13.97	£16.17	£15.01
Male	£14.54	£11.51	£15.28	£12.84	£15.86	£12.94	£16.40	£13.30	£17.66	£13.86

Proportion in each pay quarter

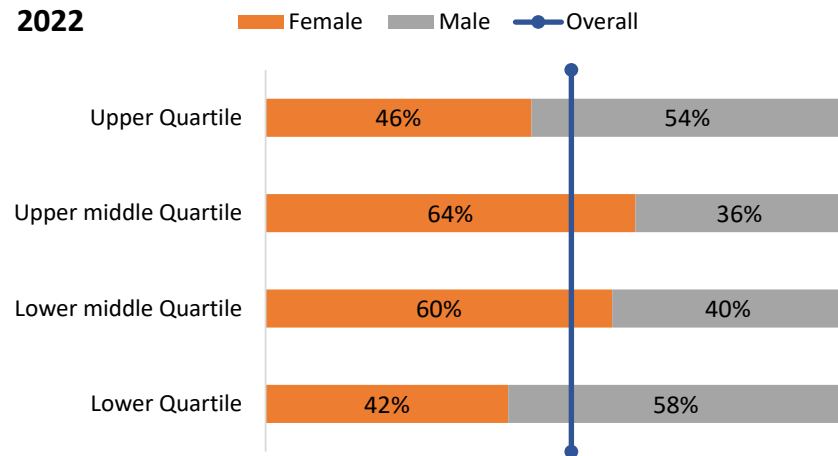
2020



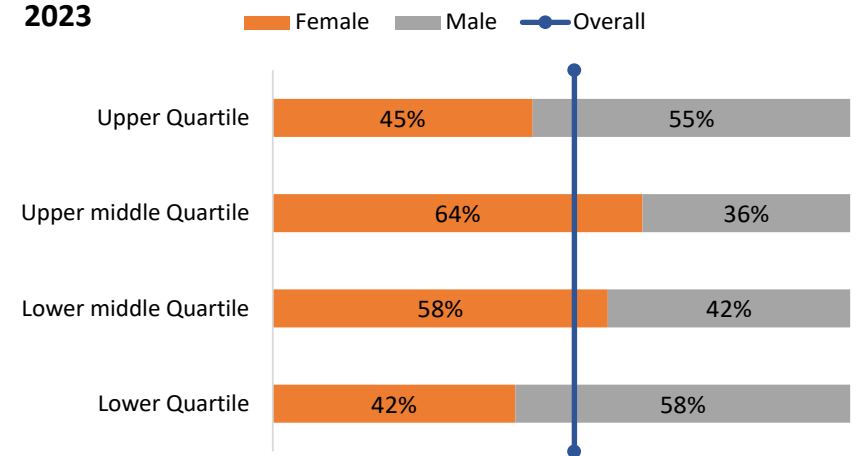
2021



2022



2023



Looking at the proportion of women in each pay quartile, or quarter, gives an indication of women's representation at different levels of the organisation. In March 2023, 52.2% of the total number of employees were women and 47.8% were men. If women were equally represented in each quartile, the proportion of women would be 52.2% in each.

The 'Overall' line on each graph on the previous page shows the organisational gender split for the relevant year, to allow quartiles where a particular gender is comparatively over or under-represented to be easily identified. If the gender ratio at each quartile is the same as for the organisation, the median pay gap will be close to zero.

As the graph for 2023 on the previous page shows, compared to the organisational gender composition, women continue to be underrepresented in both the upper and lower quartiles, and overrepresented in the lower middle and upper middle quartiles.

Summary of changes from 2019 to 2023:

- The overall percentages of women and men have varied between 52.2-55.2% women and 44.8-47.8% men in 2019-2023; currently they are sitting at 52.2% for women and 47.8% for men in 2023.
- The proportion of women in the lower quartile has decreased from 47.8% in 2019 to 42.2% in 2023, a slight decrease from 42.4% in 2022 but still higher than 2021's 40.0%.
- The proportion of women in the upper quartile increased, from 44.6% in 2019 to 50.0% in 2021, but has fallen to 45.1% in 2023.
- The proportion of women in the upper middle quartile has increased by 0.1% from 2022 to 2023, whilst the proportion of women in the lower middle quartile has decreased by 1.8%.

The decrease in women in the lower middle quartile and the increase of women in the upper middle quartile have contributed to the negative median pay gap.

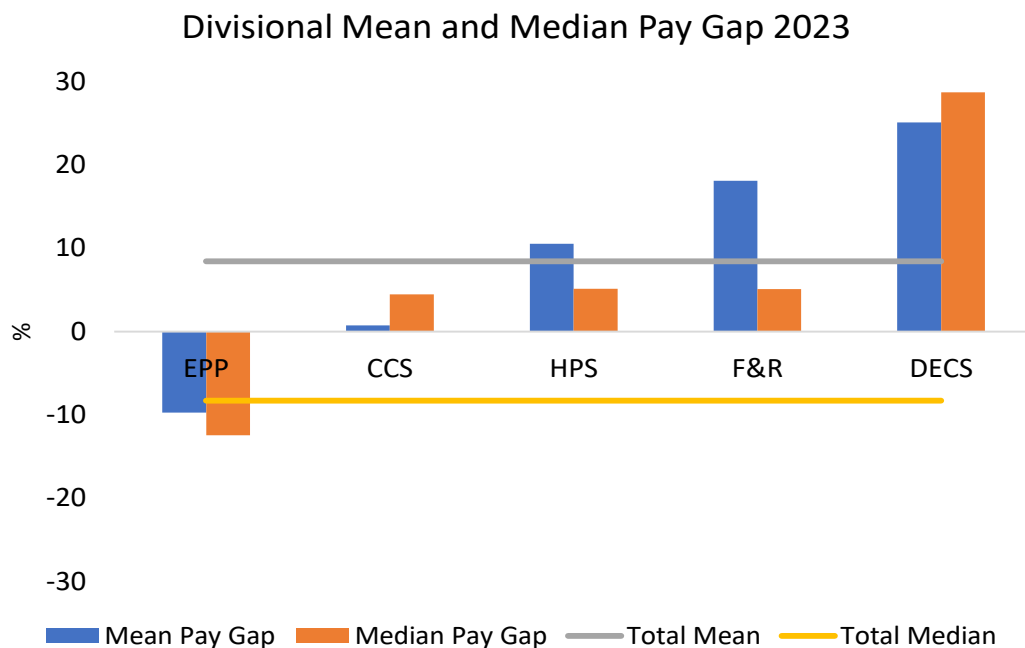
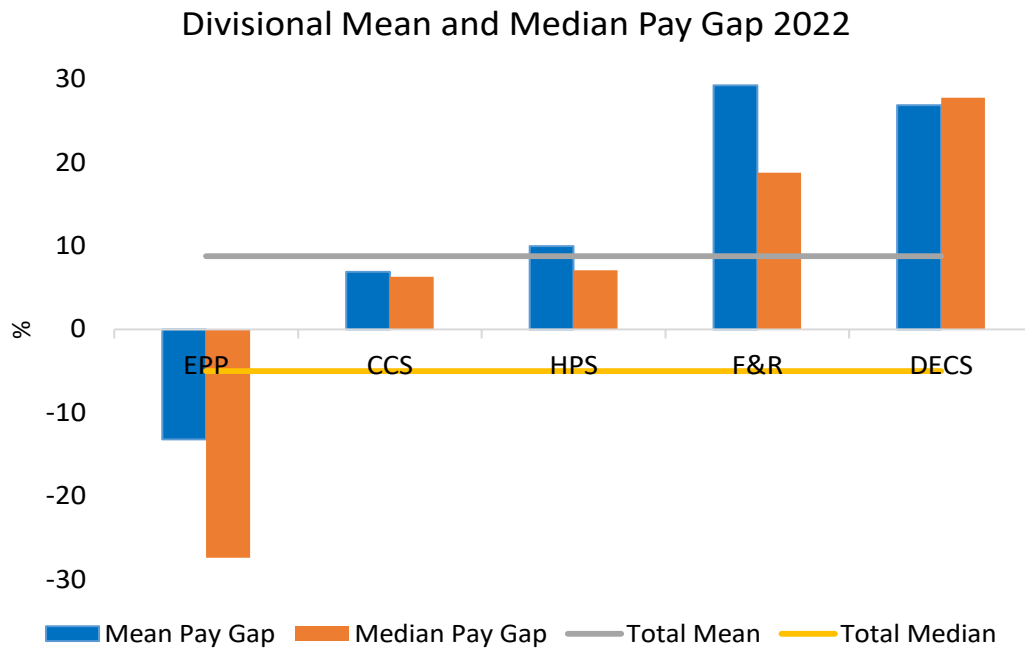
Whilst the median pay gap shows that women typically, or overall, earn more than men, the mean gap shows that they earn less. The mean pay gap can indicate that there are more men than women earning the highest salaries.

Of the ten highest paid employees in the Council for March 2023, seven employees are male. Of the top 30 highest paid, 23 (76.7%) are male. Women's representation at the top of the organisation has decreased by a further 13.4% since March 2021; there previously were 11 women in the top 30 highest paid, there are now only 7 although this is the same as March 2022, which shows women remain underrepresented.

5. Gender Pay Gap by Division

The graphs below show the mean and median pay gaps by Division, for 2022 and 2023. A table of the values is included on the following page.

Democratic Services has been included with Finance and Resources for the purpose of this analysis due to the comparatively smaller numbers in these two Divisions.



	2022		2023	
	Mean Pay Gap	Median Pay Gap	Mean Pay Gap	Median Pay Gap
EPP	-13.2%	-27.4%	-9.8%	-12.5%
CCS	6.9%	6.3%	0.8%	4.5%
HPS	10.0%	7.1%	10.5%	5.1%
F&R	29.3%	18.8%	18.1%	5.1%
DECS	26.9%	27.8%	25.1%	28.8%
Overall	8.8%	-5.0%	8.4%	-8.3%

Summary

- Environmental and Public Protection (EPP) maintains its negative gender pay gap (women earn more than men when comparing average hourly wages), although both the mean and median pay gaps have decreased in size.
- Corporate and Community Services (CCS) continues to have a positive gender pay gap (women earn less than men when comparing average hourly wages), although the mean has decreased by 6.1% and the median has decreased by 1.8%.
- The gender pay gaps in Housing and Property Services (HPS) has done the opposite of Development, Economic and Cultural Services (DECS); the mean pay gap has increased and the median has decreased, the mean by a relatively small amount.
- Finance and Resources (F&R) and Development, Economic and Cultural Services (DECS) have the largest positive gender pay gaps (women earn less than men when comparing average hourly wages). However, for DECS, these have decreased in size for the mean gender pay gap but increased slightly for the median, whereas for F&R, they have both decreased considerably.

Environmental and Public Protection

58.3% of this Division is made up of Refuse Collectors, Loaders and Drivers, who are all male (bar 3.2% of colleagues, as of March 2023) and make up the majority of the lower and lower middle quartiles for the Division.

16.7% of the Division are female and 77.8% are in the upper and upper middle quartiles. This has led to a negative pay gap where women earn more than men when comparing average hourly wages.

Corporate and Community Services

68.8% of this Division are female and women make up 68.8% of the upper and lower middle quartiles for this Division. Despite being well represented in the upper and lower middle quartiles, women are underrepresented in the upper middle (62.5%), whilst being overrepresented in the lower quartile (75.0%), where the majority are Customer Service Advisers.

This overall distribution of women through the pay quartiles has contributed to particularly low pay gaps for this Division.

Housing and Property Services

66.4% of this Division are female, and women are fairly well represented in the lower quartile (63.6%), but are underrepresented in the upper quartile, (50.0%), whereas they are overrepresented in the lower middle and upper middle quartiles, both 75.8%. Jobs in the lower middle quartile include Generic Support Officers and Housing Assistants, which are almost all female colleagues.

Finance and Resources

69.0% of this Division are female, where women make up 81.8% of the lower quartile for the Division. However, women only make up 54.5% of the upper quartile contributing to the large pay gap.

Development, Economic and Cultural Services

This Division continues to have the largest pay gap overall. Whilst 57.1% of this Division are female, women make up 85.7% of the lower quartile, whilst making up 21.4% of the upper quartile. The very uneven distribution of women through the hourly wage has led to a large pay gap.

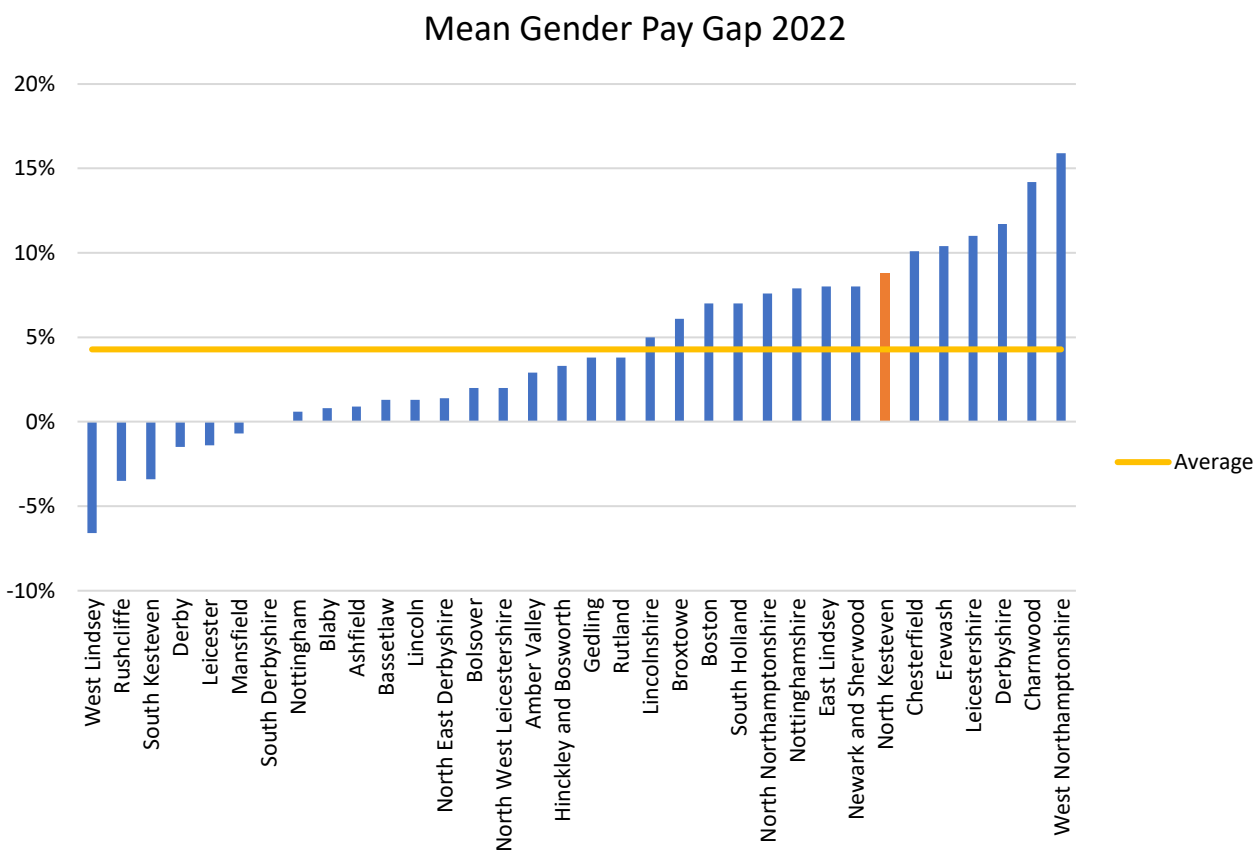
6. Gender Pay Gap 2022 – Comparison with other District Councils

At the time of writing, there are still a few months until the reporting deadline for the 2023 Gender Pay Gap. In this report, therefore, we compare the 2022 Gender Pay Gaps for District Councils with comparison of 2023 data being produced at a later date.

Mean gender pay gap

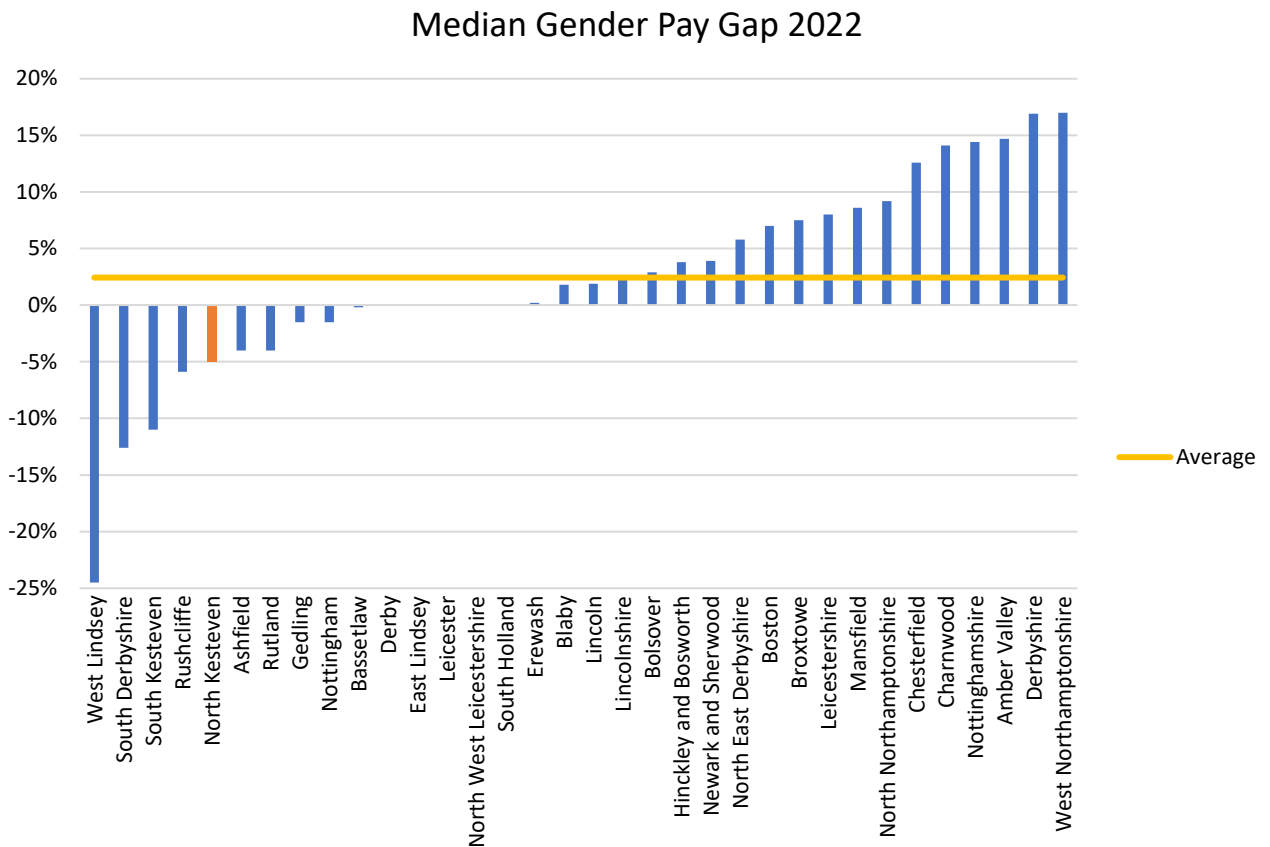
In terms of magnitude of the mean gender pay gap, where 1st is the closest to zero, North Kesteven ranked 28th of the 34 District and single tier Councils in the East Midlands (for which data is available), as well as 7th out of the seven District Councils in Lincolnshire. The mean gender pay gaps range from -6.6% for West Lindsey (women earn 6.6% more than men per hour when comparing average hourly wages) to 15.9% for West Northamptonshire (women earn 15.9% less than men). South Derbyshire had a gap of exactly 0%. The average mean gender pay gap across the East Midlands is 4.29%, an increase from the 3.96% of 2021.

Please note that for clarity, North Kesteven is labelled differently, in orange, on the graphs below and the average mean and median for the East Midlands are in yellow.



Median gender pay gap

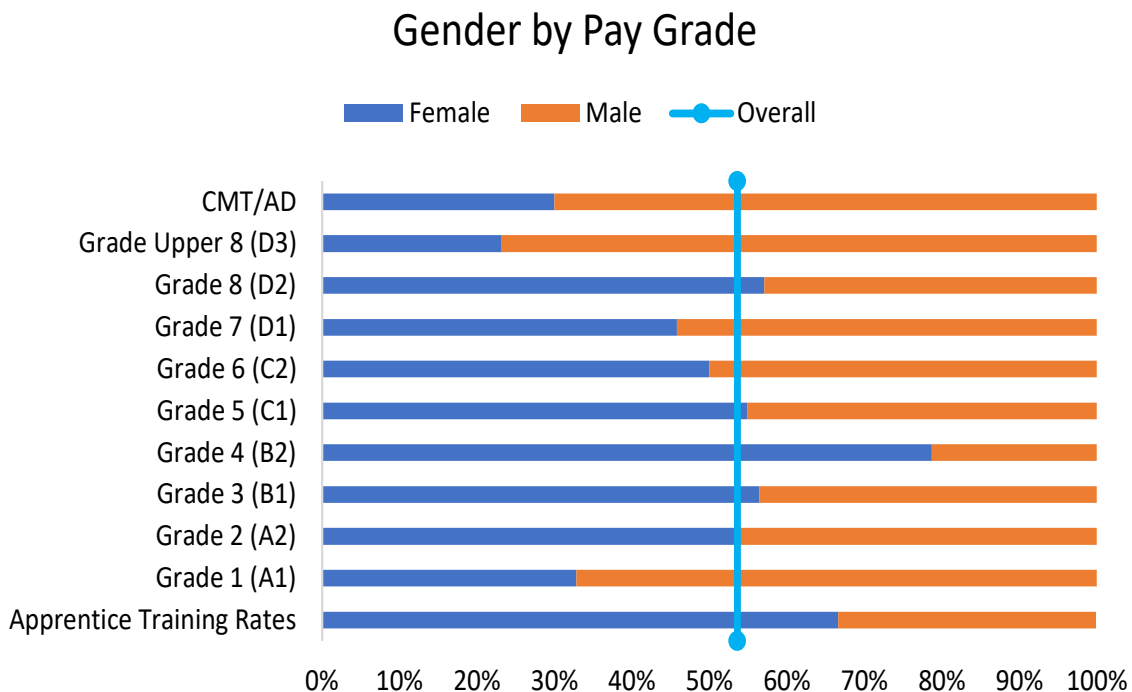
There were five Councils within the East Midlands that had a median gender pay gap of 0%; North Kesteven’s was -5.0%. The median gender pay gaps range from -24.5% for West Lindsey (women earn 24.5% more than men per hour when comparing average hourly wages) to 17.0% for West Northamptonshire (women earn 17.0% less than men). The average median gender pay gap is 2.43%, an increase from the 0.25% of 2021.



7. Pay Grade Analysis

Looking at the proportion of women in each pay quarter, or quartile, gives an indication of women's representation at different levels of the organisation. It can also be useful to look at the gender balance by seniority structure.

The graph below shows the % of each gender by pay grade. The vertical line shows where the split would be if the % of each gender was the same as the overall gender percentages for the whole organisation (53.6% female, 46.4% male). These percentages are slightly different than those quoted on Page 12 as the pay grade data includes all employees, compared to the gender pay gap calculations which are based on 'full pay relevant employees' only (excluding those receiving less than full pay, due to, for example, being on maternity, paternity, adoption or sick leave).



The largest deviations from the organisational gender percentages are seen at CMT/Assistant Director level, Grade 1, 4 and Upper 8.

- CMT/Assistant Directors – At this level there are seven men and three women, therefore only 30.0% of employees at this level are female. This has been an improvement when compared to previous years, as only 12.5% of employees at this level were women for each year that the gender pay gap has been tracked.
- Grade Upper 8 – 23.1% at this level are women, which is a decrease from 36.4% in 2022. This gender imbalance, in addition to those above, contributes to the mean gender pay gap.

- Grade 1 – 67.2% at this pay grade are male, a decrease from 70.4% in 2022. However, 42 out of 61 people at this level are employed as Refuse Collectors, all but two of whom are male.
- Grade 4 – 78.7% at this pay grade are women, an increase from 71.6% in 2022. There are 59 women and 16 men, contributing heavily to the gender pay gap.

Grades 2, 3 and 5 have a gender balance most similar to that for the organisation. These grades include a wide range of Assistant and Officer roles across the Council's services and a small number of Managers/Team Leaders. The Apprentice level was at 60% male in 2022 and now make up up two-thirds of the Apprentice level. However, as this the smallest group in terms of colleagues, it does not affect the overall pay gap to a great extent.

Grade	2023		Change since 2022	
	Female	Male	Female	Male
Apprentice Training Rates	1	2	-1	-1
Grade 1 (A1)	20	41	+4	+3
Grade 2 (A2)	24	21	-5	-3
Grade 3 (B1)	57	44	-2	+5
Grade 4 (B2)	59	16	+6	-5
Grade 5 (C1)	28	23	+2	-1
Grade 6 (C2)	19	19	0	+2
Grade 7 (D1)	11	13	+3	-1
Grade 8 (D2)	8	6	-1	+1
Grade Upper 8 (D3)	3	10	-1	+3
CMT/Assistant Directors	3	7	+2	0

The most noticeable improvements, where gender balance at a particular grade has moved closer to the overall gender balance for the organisation, are at:

- CMT – from 12.5% women to 30.0%
- Grade 7 – from 36.4% women to 45.8%
- Grade 8 – from 64.3% women to 57.1%
- Grade 3 – from 60.2% women to 56.4%

At Grade 4, the percentage of women increased further from the overall organisational gender balance, from 71.6% to 78.7%.

8. Market Supplements

Market supplements apply to job roles not to the individuals. It is possible, however, that roles in receipt of a market supplement may be more attractive to one gender than another, for example, due to hours, flexibility, responsibilities and demands.

In 2023/24, 23 roles received market supplements, with 25 roles identified for market supplements in the 2024/25 Pay Policy.

A Reward and Recognition Panel review market supplements prior to the duration expiry of 18 months. Any new market supplements proposed must fit one of the three reasons within the Market Supplement Policy or will not be considered.

As shown in the tables below, approximately 7 in 10 colleagues (69.2%) in receipt of a market supplement in 2023/24 are male.

From the 2023/24 Pay Policy to the 2024/25 Pay Policy, five additional jobs receive a market supplement (alongside two that have been redefined, Principal Building Control Surveyor to Principal Building Control Officer, and Public Protection Manager to Environmental Health Team Leader – Public Protection). These jobs are:

- Asset Manager
- Community Safety Manager
- Environmental Health Team Leader – Public Protection
- Housing Systems and Business Manager
- Planning Officer.

Compared to 2023/24, three jobs no longer receive market supplements. They are:

- Accountant
- Environmental Health Team Leader – Food Health and Safety
- Senior Accountant.

Overall, based on the gender of colleagues currently in these roles, this would be an increase of three men and a decrease of one woman receiving a market supplement. The percentage of those receiving a market supplement by gender would change from:

- 69.2% male and 30.8% female in 2023/24, to 73.2% male and 26.8% female in 2024/25.

For all jobs that have an approved market supplement in both years, the percentage supplement remains the same, other than:

- Area Planning Officer, which increases from 15% to 17.5%
- Assistant Development Manager, an increase from 10% to 17.5%
- Development and Zero Carbon Manager, which decreases from 17.5% to 13%
- Environmental Health Officer – Food Health and Safety, an increase from 7% to 15%
- Environmental Health Officer – Environmental Protection, an increase from 7% to 15%
- Neighbourhood Services Manager, a decrease from 15% to 13%
- Principal Planning Officer, an increase from 10% to 17.5%.

In addition, combined, these roles are currently filled by ten men and four women. The two roles that have decreased are filled by one man and one woman respectively.

There are roles receiving market supplements in all Divisions, but many are in DECS and EPP.

The Grades of roles receiving market supplements vary from Grade 4 to Upper Grade 8.

Job Title	2023/24			2024/25		
	Approved Market Supplement	Gender (as of Feb 2023)		Approved Market Supplement	Gender (as of Feb 2024)	
		Male	Female		Male	Female
Accountant	10%		4			
Area Planning Officer	15%	3	2	17.5%	4	2
Asset Manager				13%		1
Assistant Development Manager	10%	1		17.5%	1	
Building Control Manager	17.5%	1		17.5%	1	
Building Control Surveyor	17.5%	2		17.5%	4	
Building Surveyor	17.5%	2	2	17.5%	3	2

Community Safety Manager				10.5%		1
Conservation Officer	15%	1		15%	1	
Contract and Commissioning Manager	13%	1		13%	1	
Corporate Finance Manager	12%	2		12%	2	
Development and Zero Carbon Manager	17.5%	1		13%	1	
Environmental Health Officer – Food Health and Safety	7%	1		15%	1	
Environmental Health Officer – Environmental Protection	7%	1	1	15%	1	1
Environmental Health Team Leader – Environmental Protection	17.5%	1		17.5%	1	
Environmental Health Team Leader – Food Health and Safety	17.5%	1				
Environmental Health Team Leader – Public Protection				17.5%	1	
Housing Systems and Business Manager				9%		1
Licensing Team Leader	17.5%	1		17.5%	1	
Neighbourhood Services Manager	15%	1		13%		1
Planning Officer				13.3%	1	1
Principal Building Control Officer				17.5%	1	
Principal Building Control Surveyor	17.5%	1				
Principal Planning Officer	10%	2		17.5%	2	
Repairs and Planned Maintenance Manager	13%	1		13%	1	
Senior Accountant	17.5%	1	2			
Strategic Leisure Contract Manager	17.5%	1		17.5%	1	
Strategy and Transformation Manager	17.5%	1		17.5%	1	
Waste and Street Scene Project Manager	14%		1	14%		1
	Total	27	12	Total	30	11



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