

# **GENDER PAY GAP 2022-23**

Snapshot date 31 March 2022

**OUR GENDER  
PAY GAP IS  
ONE OF THE  
LOWEST FOR  
COUNTY  
COUNCILS  
OF OUR SIZE**

This document covers the Essex County Council Gender Pay Gap reporting for 2022/23. Like most comparable local authorities, our workforce is made up of mainly female employees, representing 75% of our overall workforce.

# INTRODUCTION

**The mean average Gender Pay Gap for 2022/23 is 8.2%** which represents a 0.8% decrease from last years report. The mean pay gap is the difference between the average hourly earnings of men and women.

**The median average Gender Pay Gap for 2022/23 is 10.1%** which represents a 1.3% decrease from last years report.

Following on from our Involve review we have taken specific steps to better understand the diversity of our workforce and developed actions in how we can make ECC more inclusive.

This includes:

- Agreed our Equality, Diversity and Inclusion Strategy for 2023-25
- Launched a women in leadership programme for 2023
- Agreed a Resourcing Strategy, with a specific focus inclusive recruitment practices
- Continued to grow our Women Staff Network which alongside other Staff Networks that support activity across the council

Further information on our gender profile as well as ongoing activity to help close our Gender Pay Gap follows in this document. I can confirm that the Gender Pay Gap reporting for Essex County Council has been completed following the department of equalities and associated guidance.



**Gavin Jones**  
Chief Executive



**Pam Parkes**  
Executive Director,  
People & Transformation

**HAVING A  
GENDER  
PAY GAP  
DOES NOT  
MEAN  
THERE IS  
AN EQUAL  
PAY ISSUE**

The Gender Pay Gap Reporting results for Essex County Council shows results moving in a positive direction. The mean average for 2022 demonstrates that on average women earn 8.2% less than men - this is down 0.8% since 2021. The median average is 10.1%, which is down by 1.3% since 2021.

# 2022 RESULTS (AS AT 31 MARCH 2022)

It's important to note that having a gender pay gap does not mean there is an equal pay issue. Equal pay means that there should be no difference in the pay and contractual

terms of a woman and a man doing the same or similar work (or work of equal value) for the same employer. It is unlawful to pay people unequally because they are a man or a woman.

## Gender Pay Gap

Mean (average)		Median (middle)	
8.2%	↓ 0.8	10.1%	↓ 1.3

## Bonus Pay Gap

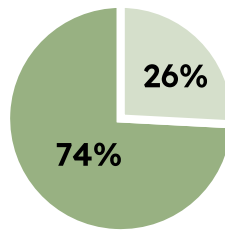
Mean (average)		Median (middle)	
N/A	N/A	N/A	N/A

## Proportion of Males and Females receiving a bonus payment

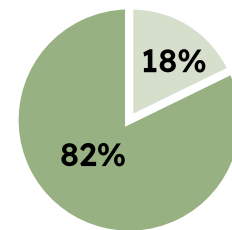
Male	Female
0%	0%

## Proportion of Males and Females in each quartile band

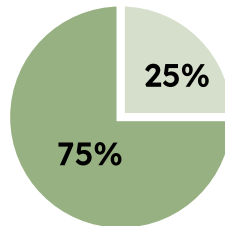
Male Female



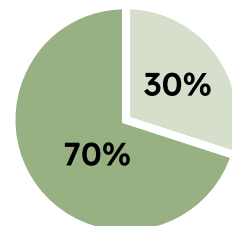
Lower quartile up to: **£12.01** per hour



Lower middle quartile: **£12.02 to £15.08** per hour



Upper middle quartile: **£15.09 to £21.96** per hour



Upper quartile from: **£21.97** per hour

# WORKFORCE ANALYSIS BY GRADE

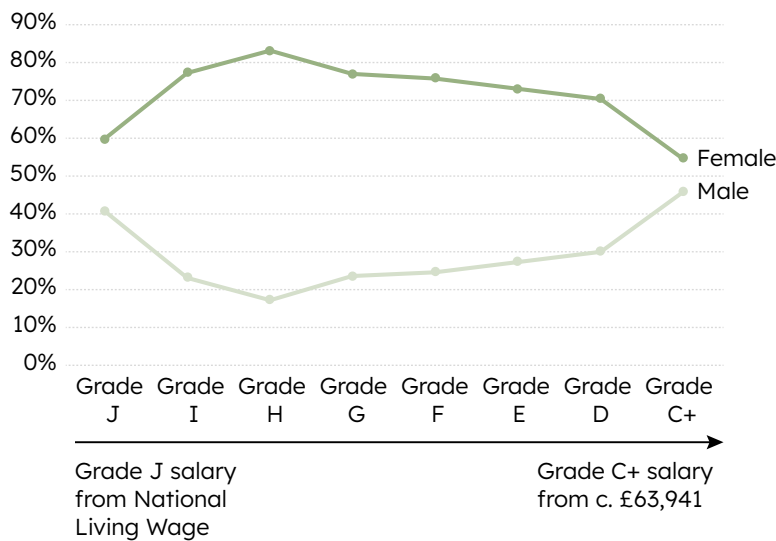
It's important to take into consideration the gender balance of the council. Overall, 75% of our employees are female, and each grade category is comprised of more female than male employees.

The Gender by grade category graph demonstrates that the volume of male employees increases to the more senior end of the grade categories. Although our workforce is comprised of more Women than Men, this in itself creates an imbalance.

The volume imbalances of male employees from "Grade J" category (earning on average around £18,410) to the "Grade C+" category (earning over £63,941) means that the average earnings for male employees are going to be higher.

It's important to stress however, that this does not equate to an equal pay issue at ECC (where men could be paid more than women for doing the same job).

**Gender Split of workforce by grade category (%)\***



Grade	Male	Female
J	40.6%	59.4%
I	23.2%	76.8%
H	17.3%	82.7%
G	23.5%	76.5%
F	24.6%	75.4%
E	27.3%	72.7%
D	30.0%	70.0%
C+	45.6%	54.4%

\* Please note this incorporates over 97% of employees. The remaining proportion are on differing pay scales due to the nature of their roles, and it would not be possible to compare like for like and they are therefore excluded.

# WORK WE'RE DOING TO ADDRESS THE GAP

To help us bridge the gap, we have taken feedback from our recent review with inclusion and diversity experts INvolve, and have taken the following steps;

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**Agreed a three-year Equality, Diversity and Inclusion Strategy, setting out clear actions and governance to ensure accountability of deliverables. This includes having at least one person who partakes in a recruitment and interview process to be trained on biases and cultural differences.**

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**Continue to review our Ways of Working programme, ensuring that we maximise the benefits of our new hybrid workstyles and provide more flexibility in how and where individuals work.**

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**ECC's Women's Network continues to grow stronger, with increasing membership and activities to educate our wider workforce on equality.**

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**This year, we launched our Women In Leadership programme that will proactively strengthen diversity within our pool of future leaders, in order to better represent the make-up of women at senior positions within ECC's workforce.**

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In 2020, we commissioned an external review of EDI which rated ECC as an implementing organisation, and our key focus in 2023/24 is to move to a leading

organisation, by having a well-rounded approach to ED&I with a focus that moves beyond the protected strands, having robust data collection on intersectionality and dedicated resources for ED&I activity.

Our new EDI Strategy 2023-25, references best practice approaches from the Local Government Association model Diverse by Design to achieve authentic, impactful, and sustainable change.

Although we know that ECC is on the beginning of a journey to make our workforce more inclusive, we are confident that these steps will help to drive us to successfully ensuring Diversity & Inclusion is at the heart of ECC.

# BACKGROUND

Having a gender pay gap does not mean there is an equal pay issue. Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing the same or similar work (or work of equal value) for the same employer. It is unlawful to pay people unequally because they are a man or a woman.


- Gender pay gap reporting requires organisations with 250 employees or more to report their pay gap
- There are six different measures with their own calculations
- A written statement, included in the introduction of this document, confirms the accuracy of the calculations as per the Equality Act (Gender Pay Gap information) regulations 2017
- The reported figures are based on a “Snapshot” date of the 31 March 2022 as per the Gender pay gap reporting requirements
- Public sector organisations must publish their report on the government website as well as their own website by 30 March 2023. The retention period for this report will be three years
- Agency workers and those contracted via third party’s are not included in the dataset. All other relevant employees are included.
- The definition and calculations required (which we have followed) can be found at [www.gov.uk/guidance/gender-pay-gap-reporting-guidance](https://www.gov.uk/guidance/gender-pay-gap-reporting-guidance)



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