

GENDER PAY GAP 2023/24

Snapshot date 31 March 2023



**EVERYONE'S
ESSEX**

INTRODUCTION

This document covers the Essex County Council Gender Pay Gap reporting for 2023/24. Like most comparable local authorities, our workforce is made up of mainly female employees, representing 75% of our overall workforce.

The mean average Gender Pay Gap for 2023/24 is 8.9% which represents a 0.6% increase 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 2023/24 is 11% which represents a 1.0% increase from last years report.

Though we have a slight increase in the gender pay gap, while often complex and multifaceted, this remains a critical issue that demands our full attention and a proactive response. Our commitment to diversity, equity, and inclusion is unwavering, and we acknowledge the importance of addressing this challenge head-on.

This includes:

- quarterly reviews at CLT on Gender progression and having meaningful discussions on where we have seen positive shifts in our workforce.
- embedding a culture where diversity of thought and inclusive practices are the norm. Our Employee Networks play a pivotal role in educating the wider workforce on allyship and intersectionality
- deliver on our action plan as set out though our commitment as a White Ribbon accredited 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

2023 RESULTS (AS AT 31 MARCH 2023)

The mean average for 2023 demonstrates that on average women earn 8.9% less than men - this is up 0.6% since 2022. The median average is 11%, which is up by 1.0% since 2022.

The Bonus Pay Gap is 0%, the payments received relate to a one off non-consolidated and non-pensionable payment made to our lower paid workforce.

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)	
8.9%	↑ 0.6	11.0%	↑ 1.0

Bonus Pay Gap

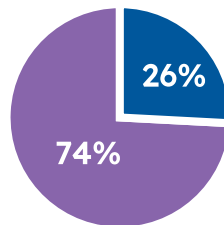
Mean (average)		Median (middle)	
0%	N/A	0%	N/A

Proportion of Males and Females receiving a bonus payment

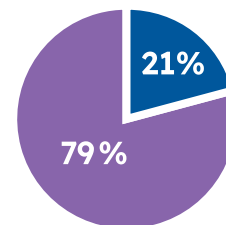
Male	Female
35.1%	44.7%

Proportion of males and females in each quartile band

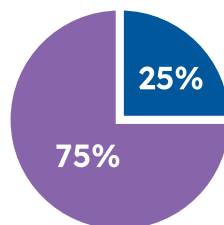
■ Male ■ Female



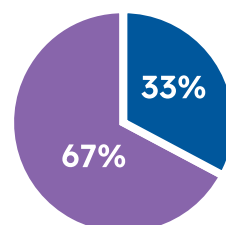
Lower quartile up to: **£12.35** per hour



Lower middle quartile: **£12.36 to £15.89** per hour



Upper middle quartile: **£15.90 to £23.06** per hour



Upper quartile from: **£23.07** 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.

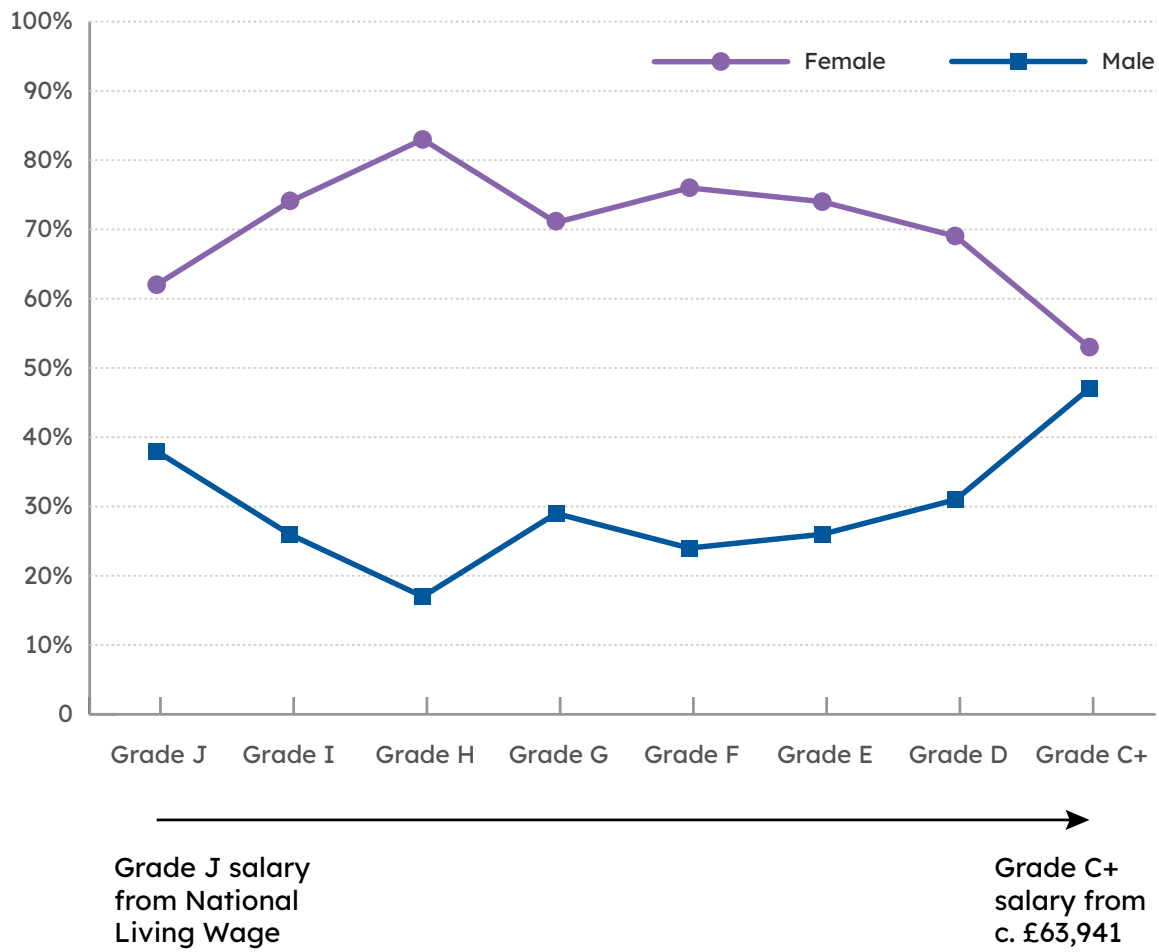
It’s important to stress however, that this does not equate to an equal pay issue at ECC (where men could be paid more than women for doing the same job).

Gender split of workforce by grade category (%)*

Grade	Male	Female
GradeJ (From National Living Wage)	38%	62%
GradeI	26%	74%
GradeH	17%	83%
GradeG	29%	71%
GradeF	24%	76%
GradeE	26%	74%
GradeD	31%	69%
GradeC+ (Salary from c. £63,941)	47%	53%

*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.

Gender split of workforce by grade category (%)



WHAT ACTIONS ARE WE TAKING FORWARD

What does the Gender Pay Gap mean for ECC?

The gender pay gap, while often complex and multifaceted, remains a critical issue that demands our full attention and a proactive response. Our commitment to equality, diversity and inclusion is unwavering, and we acknowledge the importance of addressing this challenge head-on.

So what actions will be taking to address the gap?

We have started our allyship programme, which is an important step in creating wider support and understanding of all our workforce. This year, we have launched our ECC Mens Network which will challenge gender biases in the workplace coupled with allyship understanding.

Our recently developed People Performance Pack contains key EDI metrics including Gender profiles. This cycle of review will help track and monitor progress on paygap for both Gender and Ethnicity. Having in-year discussions at CLT on progression of Women into senior positions will continue to highlight the importance of narrowing the gap.

Our Women In Leadership programme has yielded early success stories. To reach a wider workforce pool of women seeking senior leadership positions we will create a Community of Practice to support Women wanting to progress within the business.

Having a recruitment process with the aim of rooting out any possible biases is good practice. We have started to use our workforce data to pilot diverse interview panels in identified functional areas so we have a more inclusive recruitment process.

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 2023 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

This information is issued by:
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