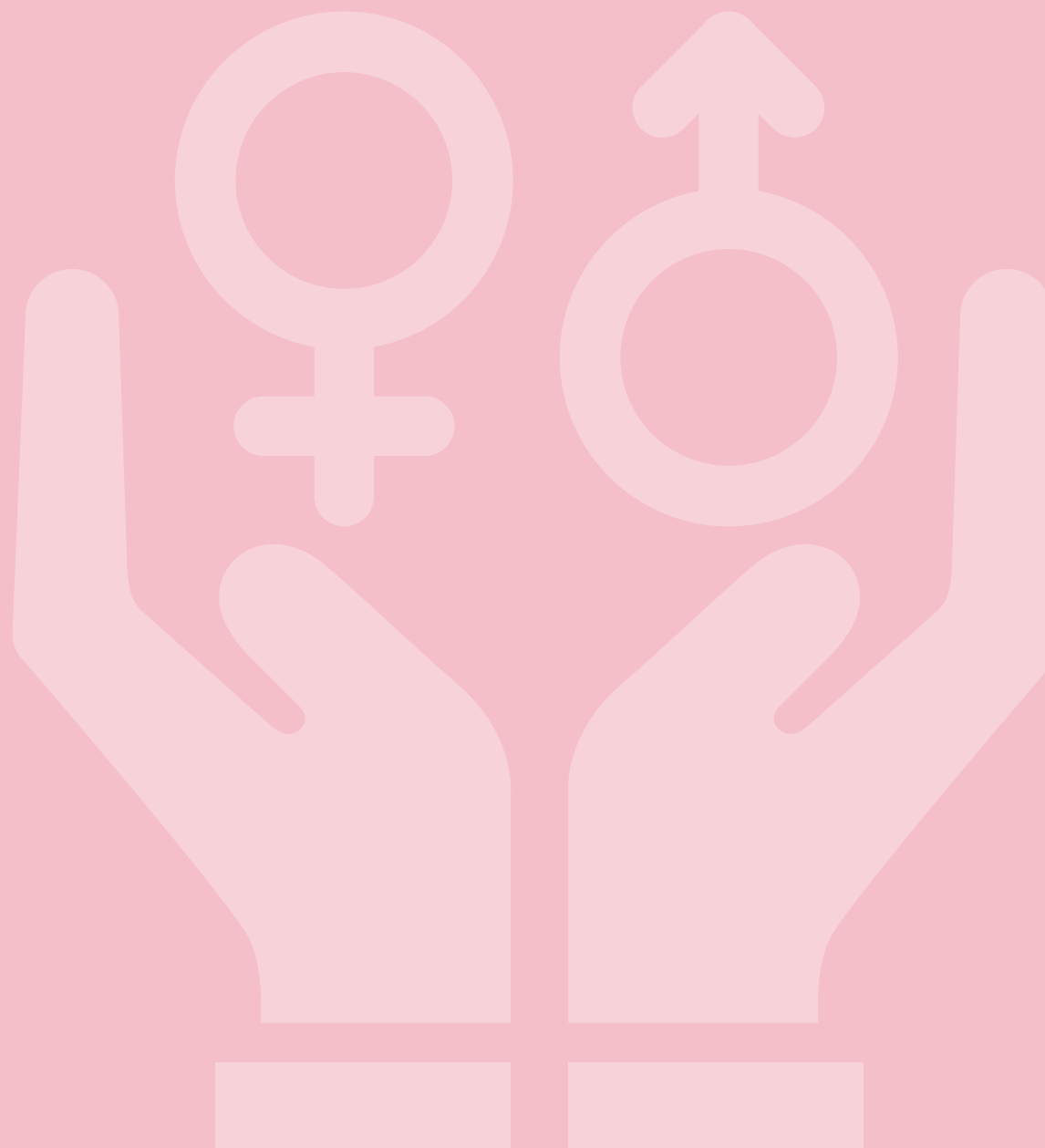


GENDER PAY GAP
2021 REPORT



FOREWORD



Gender equality is something which I am very passionate about and we have made so much progress in championing gender equality and breaking down stereotypes.

Wigan Council is committed to creating equal opportunities and I'm proud to say that we continue to have a minimal pay gap between male and female employees across the organisation. We remain committed to building and sustaining a diverse and inclusive workforce for the future.

Unfortunately, gender bias is something that is still very much alive, and we need everyone to play their part in being accountable by calling it out whenever they see it. We need everyone to continue their efforts in supporting our residents, promoting a greater understanding between diverse communities and helping to reduce inequality in the borough.

We'll be taking action as part of International Women's Day 2022 to pledge to change the gender stereotypes and discrimination that women and girls still face. Together we can #BreakTheBias.

Through the next stage of The Deal, we aim to place control of our local economy into the hands of our local people, businesses and communities to make sure money and opportunities that are intended for Wigan, benefit the people of Wigan. We want all residents to be paid a living wage, for residents from all areas of the borough to have equal access to our local jobs, for local businesses to flourish by us spending locally, for our young people to be able to access the training they need to secure our local jobs and for our residents to have access to local affordable homes.

I continue to be amazed by Team Wigan who show incredible determination, courage, positivity and kindness each day, putting our

people at the heart of everything they do.

It's time to break the mould on gender stereotypes within the workplace and together, we will support gender equality.

Our workforce has a headcount of 4568 staff, with a large percentage, 3115 being female. Under half of our workforce, 1707 are part time and on our senior management team 17 are female which is over half of the total number of 28.

As an organisation, our overall pay gap is positive. The mean hourly rate of pay for our female employees is £15.21 and for male employees it is £14.53, and our mean pay gap currently stands at - 4.7%

The median hourly rate of pay for women is £13.46 and for men it's £12.38 giving us a marginal median gap of -8.7%

The mean bonus rate per annum for women is £833.97 and for men it's £14,131.14 giving a pay gap of 94.1%

The median bonus rate per annum for women is £150.00 and for men it's £11,261.94 giving a pay gap of 98.7%

We are working hard at closing the pay bonus pay gap by engaging and consulting with trade unions and the members of staff who TUPE transferred into the Council and are currently receiving performance related bonus payments.

Alison McKenzie-Folan
Chief Executive

INTRODUCTION

Council salaries are determined through the Gauge job evaluation scheme for National Joint Council posts and through a locally job evaluation scheme for Senior Manager posts. The Job Evaluation process evaluates the job rather than the individual. It makes no reference to gender or any other personal characteristics of existing or potential job holders. We also have a number of roles outside these grades that we have inherited during TUPE transfers and specialist roles which sit outside the remit of job evaluation for example Educational Psychologists on Soulbury terms and conditions and centrally employed Teachers. As an organisation the council is confident that we are paying the same salary to roles of equal value.

OUR DATA

The data included within our report represents the gender pay gap data for Wigan Council (excluding school) as of March 2021.

As an organisation we don't operate a bonus scheme for our employees. However, a number of staff who transferred into the Council under Transfer of Undertakings (Protection of Employment- TUPE) legislation on April 1st, 2020, are still in receipt of a discretionary bonus payment.

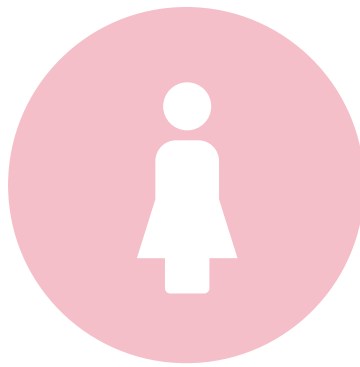
We pay a living wage supplement of 0.05p to staff who receive an hourly rate of £9.25 which means that with the exception of apprentices, all staff receives the minimum hourly rate of £9.25.

WORKFORCE GENDER BREAKDOWN



1,453

Male



3,115

Female



4,568

Grand Total

MEAN HOURLY RATE OF PAY

MALE £14.53	FEMALE £15.21	NON-GENDER BIASED £14.99	GPG -4.7%
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MEDIAN HOURLY RATE OF PAY

MALE £12.38	FEMALE £13.46	NON-GENDER BIASED £0.0	GPG -8.7%
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THE WIGAN GPG






As an organisation, our overall pay gap is positive. The mean pay gap currently stands at -4.7%, whilst we have a median gap of -8.7%.

BONUS

Wigan removed the use of bonus pay in 2008 prior to the introduction of the new pay and grading structure implemented in 2009. However, the council formally recognise and reward employees for their long term loyalty, service and commitment. The Loyalty Reward scheme rewards employees at key milestones during an individual's employment with the council. The payment is the same irrespective of gender and is based purely on length of continuous service.

The schemes milestones and corresponding reward values are set out as follows:

YEARS

10		£50
20		£100
30		£150
40		£200
50		£250

NUMBER OF EMPLOYEES RECEIVING BONUS

Based on the loyalty rewards issued between 1 April 2021 and 31 March 2022 the bonus pay calculations are as follows:



52
Male



9
Female

BONUS PAY TOTALS



£734,819
Male



£7,505
Female

PERCENTAGE



3.7%
Male



0.3%
Female

MEAN BONUS PAY

MALE £14,131	FEMALE £833	NON-GENDER BIASED £12,169	GPG 94.1%
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MEDIAN BONUS PAY

MALE £11,261	FEMALE £150	NON-GENDER BIASED £10,392	GPG 98.7%
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It should be noted that these results do not portray a true reflection of the loyalty reward scheme as there is no gender bias within the scheme. Based on the mean bonus results, figures are higher for male employees due to TUPE employees in receipt of discretionary bonus payments. It should be noted that both loyalty reward and the TUPE discretionary bonus values are the same irrespective of gender, and

the organisation does not have any cause for concern in this area. The loyalty reward bonus pay is expected to change year on year and is wholly dependent upon service milestone of individual employees being achieved.

The average bonus value of bonus pay is very similar for males and females.

AVERAGE BONUS PAY

MALE £14,131	FEMALE £833
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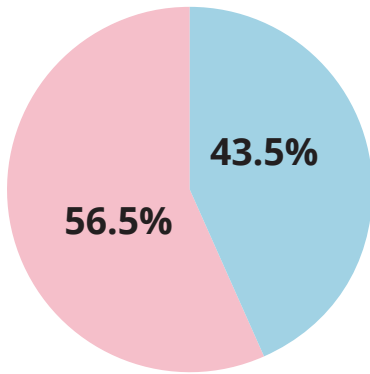
Additionally, bonus pay proportions show similar results compared to total relevant employees.

QUARTILE SUMMARY

The quartile data has been calculated by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from lowest paid to the highest

paid. 70% of the Wigan workforce are female. The information below shows that this is reflected consistently across the grades when they are split into quartiles.

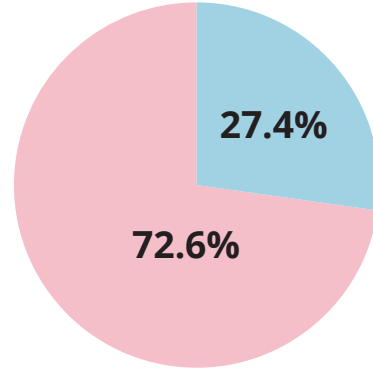
QUARTILE 1



468
Male employees

608
Female employees

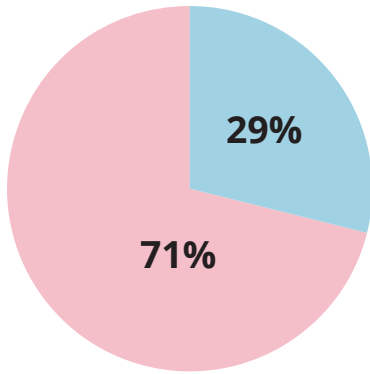
QUARTILE 2



295
Male employees

781
Female employees

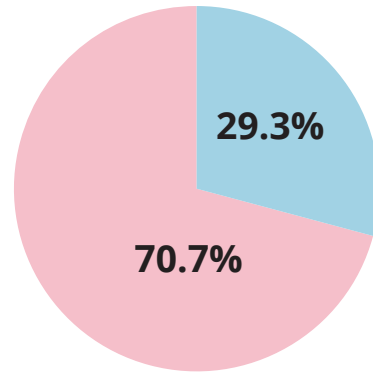
QUARTILE 3



312
Male employees

764
Female employees

QUARTILE 4



315
Male employees

760
Female employees

CONCLUSION

The overall gender pay gap within the organisation continues to be encouraging. The workforce profile contains a higher percentage of females which supports the results; however, the outcome also demonstrates a non-gender bias across all grade ranges.

Opportunities for senior roles are accessible to all and this is also reflected in the well-balanced senior management team.

The workforce profile continues to be monitored to ensure our positive position is maintained.

