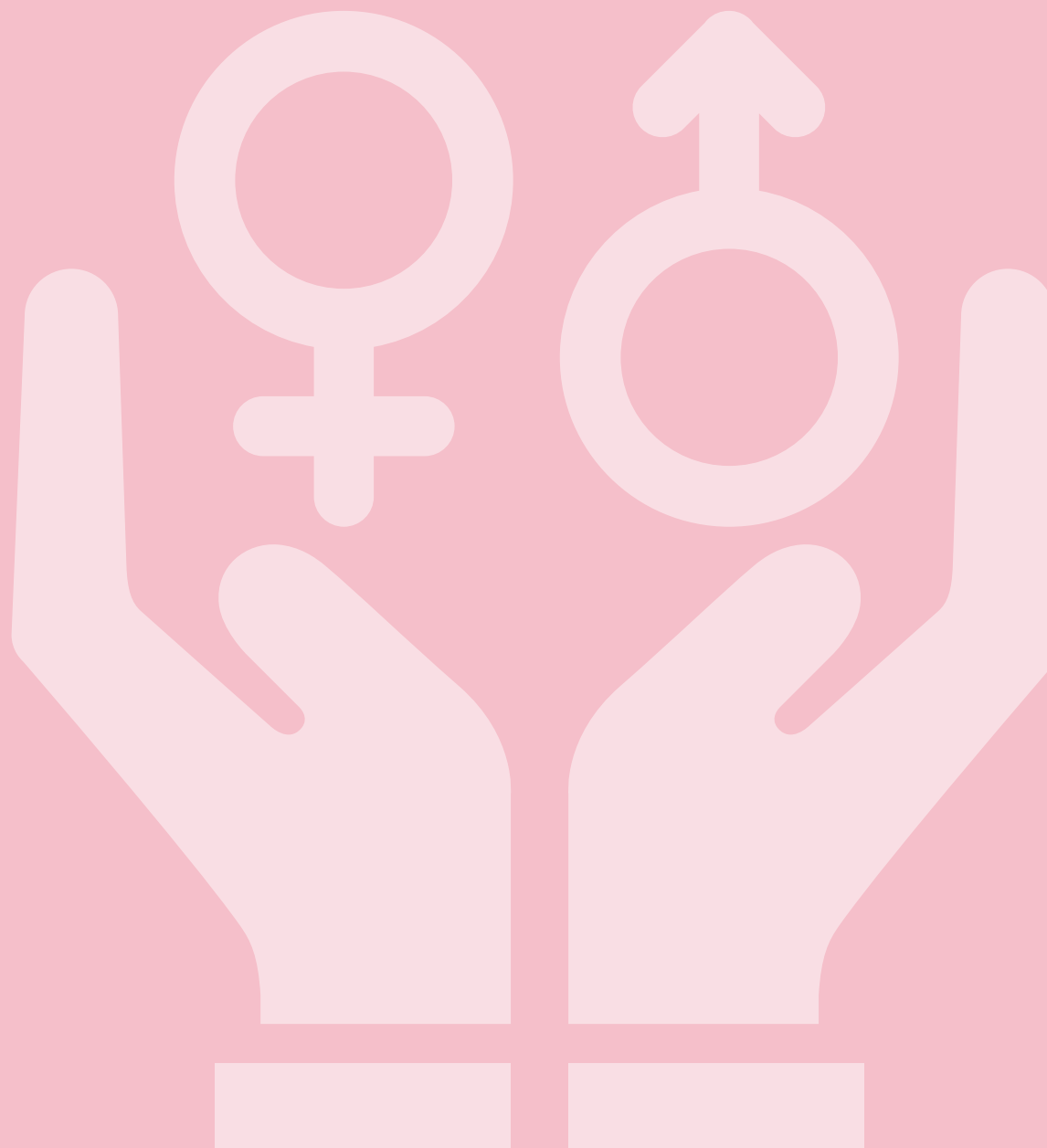


GENDER PAY GAP
2020 REPORT



FOREWORD



Wigan Council is committed to creating equal opportunities and gender equality is something which I am very passionate about and I'm proud to say that we continue to have a minimal pay gap between male and female employees across the organisation.

As part of International Women's Day 2021, we have pledged to change behaviour and to take action against the gender stereotypes and discrimination that women and girls still face. It's so important that we empower women of all ages to achieve anything they put their minds to. I am very privileged to work alongside such a passionate and inspirational group of women across the council who are courageous, strong, supportive and empowering.

I feel so fortunate to have the best council staff in the country who continue to show amazing determination, strength, and support; putting our people at the heart of everything they do. This has been particularly visible over the last year during the Covid pandemic and our staff have shown courage, kindness, sheer hard work and determination to support our borough through the toughest of times.

We need everyone to play to play their part in supporting our residents, promoting a greater understanding between diverse communities, helping to reduce inequality in the borough and attracting a diverse workforce.

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.

We remain committed to building and sustaining a diverse and inclusive workforce for the future. It's time to break the mould on gender stereotypes within the workplace and together, we will support gender equality.

Our existing workforce has a headcount of 3938 staff, with a large percentage, just over 2694 being female. Of our total workforce under half, 1457 are part time and on our senior management team 15 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 £14.57 and for male employees it is £13.85, and our mean pay gap currently stands at -5.2%.

The median hourly rate of pay for women is £13.09 and for men it's £11.63 giving us a marginal median gap of -12.5%.

Alison McKenzie-Folan
Chief Executive

INTRODUCTION

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 state that organisations are required to capture data as a snapshot on 31 March 2020 and then publish their findings no later than 30 March 2021. This cycle will then continue year on year going forward with organisations being required to maintain the data on their websites for three years in order to show progress made.

OUR DATA

The data included within our report represents the gender pay gap data for Wigan Council (exc. schools) as 31st March 2020.

As an organisation we no longer operate a bonus scheme for any of our positions. We continue to pay a living wage supplement to staff that fall below the hourly rate of £9.25 which means that with the exception of apprentices, all staff receives a minimum hourly rate of £9.25

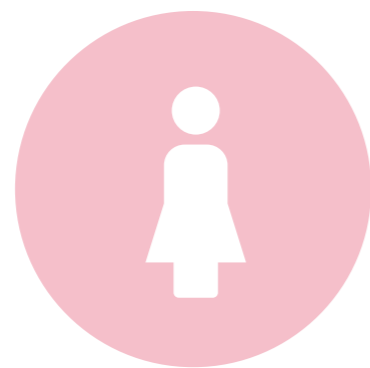
Our existing workforce has a headcount of 3,938 staff, with a large percentage (70%) being female. Just under half of our workforce (41%) are part time. Over half of our senior management team are female. (59%).

WORKFORCE GENDER BREAKDOWN



1,244

Male



2,694

Female



3,938

Grand Total

MEAN HOURLY RATE OF PAY

MALE £13.85	FEMALE £14.57	NON-GENDER BIASED £14.35	GPG -5.2%
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MEDIAN HOURLY RATE OF PAY

MALE £11.63	FEMALE £13.09	NON-GENDER BIASED £12.80	GPG -12.5%
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THE WIGAN GPG

As an organisation, our overall pay gap is negative. The mean pay gap currently stands at -5.2%, and we have a median gap of -12.5%.

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



REWARD

£50

20



£100

30



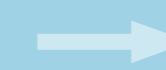
£150

40



£200

50



£250

NUMBER OF EMPLOYEES RECEIVING BONUS

Based on the loyalty rewards issued between 1 April 2017 and 31 March 2018 the bonus pay calculations are as follows:



3
Male



16
Female

BONUS PAY TOTALS



£350.00
Male



£1,500
Female

PERCENTAGE



0.2%
Male



0.6%
Female

MEAN BONUS PAY

MALE £116.67	FEMALE £93.75	NON-GENDER BIASED £97.37	GPG 19.6%
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MEDIAN BONUS PAY

MALE £150	FEMALE £100	NON-GENDER BIASED £100	GPG 33.3%
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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 appear slightly higher for male employees, however, this is not the case. It should be noted that only 28% of male received a bonus during the period, compared to 72% female therefore proportionately, as reward values are

the same irrespective of gender, 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 £116.67	FEMALE £93.75
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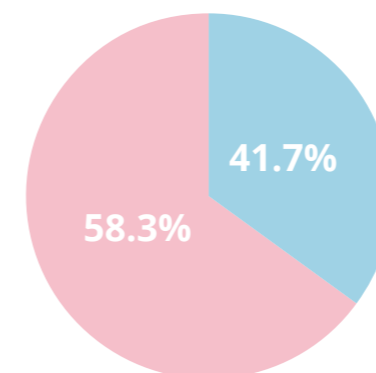
Additionally, bonus pay proportions show similar results compared to total relevant employees.

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.

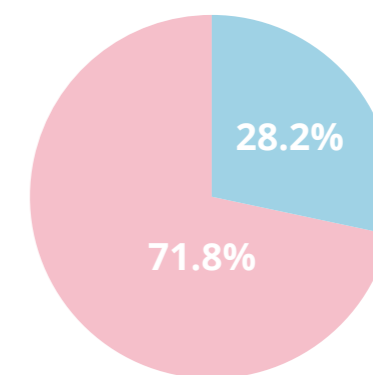
QUARTILE 1



411
Male employees

574
Female employees

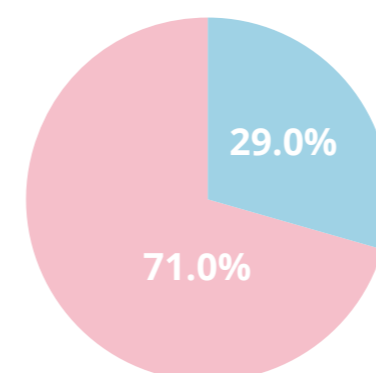
QUARTILE 2



278
Male employees

707
Female employees

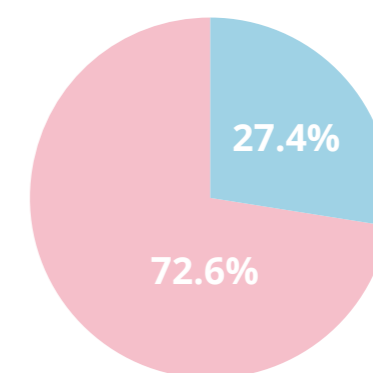
QUARTILE 3



286
Male employees

699
Female employees

QUARTILE 4



269
Male employees

714
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.

