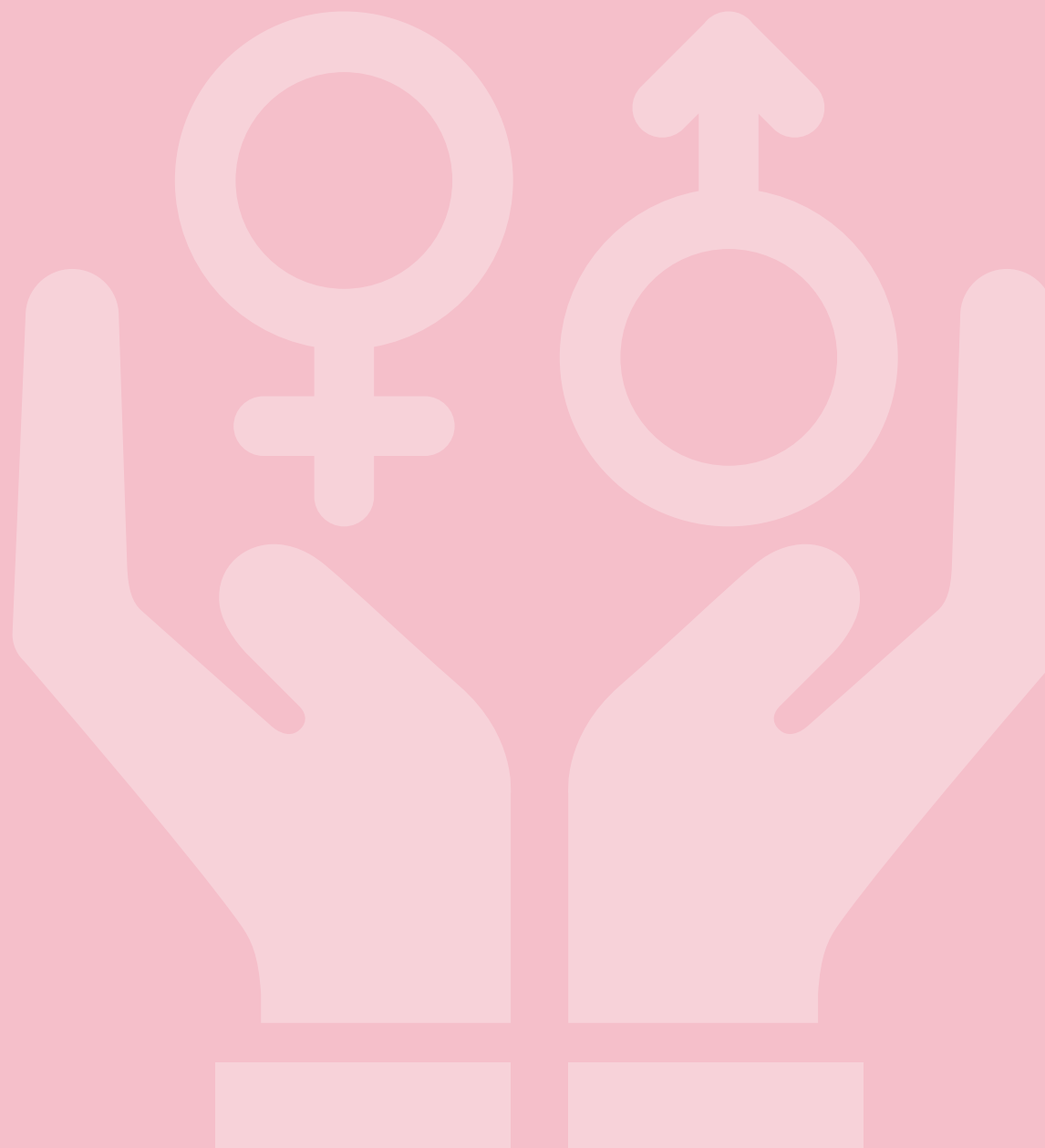


**GENDER PAY GAP**  
**2022 REPORT**



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## FOREWORD

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### Over the last twelve months, we've taken significant steps forward in our commitment to creating a thriving and inclusive borough.

Last Summer, we celebrated the UEFA Women's EUROs 2022 coming to Wigan Borough; a momentous occasion as it was the first time we hosted a tournament like this. We saw thousands of fans visiting from across the continent and what better occasion than Europe's biggest ever women's sporting event - one which we were all so proud to be part of.

As a female working in a political environment, gender equality is something I care deeply about. I'm so proud that we continue to have a minimal pay gap between male and female employees at Wigan Council.

It's been a tough few years for everyone, but I am so fortunate that I have the very best teams, who continue to amaze me with everything they stand for - our culture, personality, spirit and core values which are all underpinned by our BeWigan Behaviours. How we do things is just as important as what we do and I feel proud to have such a kind, positive, courageous and accountable workforce.

We are committed to celebrating diversity and promoting equality throughout our services. We believe that services should be arranged around individuals, their families, carers and communities. By working in more creative ways, we can better reflect the diversity of those who need support and improve service quality in the process.

We adopted five equality objectives for 2022:

- Understanding our community
- Celebrate and respect diversity in Wigan
- Gather robust equalities evidence and ensure transparency in our actions
- To ensure our emerging Community Wealth Building approaches are inclusive and promote Equality and Diversity
- Recruiting, developing, and retaining a diverse and representative workforce

To build on this, we are currently developing a new joint strategy, with our Equality, Diversity and Inclusion members and the wider community, to accelerate change to address causes of inequalities and celebrate diversity.

We continue to develop our analysis of workforce data to support the employment of a diverse workforce. I am proud to work for such a fantastic council and together, we will continue to work alongside our communities to make Wigan Borough an amazing and inclusive place to live and work, building a better future.

Our workforce has a headcount of 4926 staff, with a large percentage, 3327 being female. On our senior management team 16 are female which is over half of the total number of 26.

As an organisation, our overall pay gap is positive. The mean hourly rate of pay for our female employees is £14.36 and for male employees it is £14.20, and our mean pay gap currently stands at - 1.12%

The median hourly rate of pay for female employees is £12.91 and for male employees it's £12.16 giving us a marginal median gap of -6.17%

As at March 2023, we don't have any bonus schemes, albeit within the definition of the gender pay gap report we do need to continue to report on our long service (loyalty) award scheme.



**Alison McKenzie-Folan**  
**Chief Executive**

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## INTRODUCTION

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Council salaries are determined through the Gauge job evaluation scheme for National Joint Council posts and through a local 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.

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## OUR DATA

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The data included within our report represents the gender pay gap data for Wigan Council (excluding school) as of March 2022.

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 were in receipt of a discretionary bonus payments or commission payments. These were removed following consultation with the trade unions and the staff affected.

We pay a living wage supplement of £9.50 at March 2022 to TUPE employees, as NJC rate of pay is £9.50 which means that with the exception of apprentices all staff receive a minimum hourly rate of £9.50.

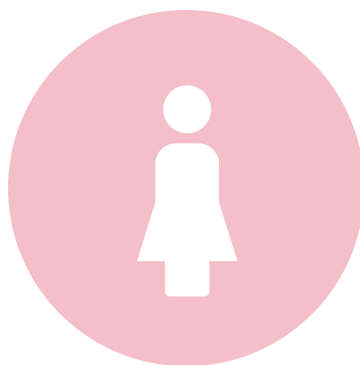
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## WORKFORCE GENDER BREAKDOWN



**1,559**

Male



**3,327**

Female



**4,926**

Grand Total

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## MEAN HOURLY RATE OF PAY

<b>MALE</b> <b>£14.20</b>	<b>FEMALE</b> <b>£14.36</b>	<b>NON-GENDER BIASED</b> <b>£14.31</b>	<b>GPG</b> <b>-1.12%</b>
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## MEDIAN HOURLY RATE OF PAY

<b>MALE</b> <b>£12.16</b>	<b>FEMALE</b> <b>£12.91</b>	<b>NON-GENDER BIASED</b> <b>£12.64</b>	<b>GPG</b> <b>-6.17%</b>
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## THE WIGAN GPG

As an organisation, our overall pay gap is positive. The mean pay gap currently stands at -1.12%, whilst we have a median gap of -6.17%

## BONUS

At the time of publishing this report in March 2023, Wigan Council does not operate any bonus schemes.

However, for the purposes of the Gender Pay Gap report, we are required to report on pay data as at March of the previous year. At that time we had a group of staff (all male) who had TUPE transferred into the Council who were in receipt of a discretionary incentive bonus. The Council had previously removed all bonus payments in 2009, and so the payment of an incentive bonus was exceptional. Action was taken in 2022 to remove the above mentioned bonus scheme and this is no longer in operation.

For the purpose of Gender Pay Gap reporting, we are required to report any commission or long service awards with a monetary value as a

bonus.

In relation to commission we had 3 staff (all female) who had TUPE transferred into the Council who were in receipt of commission. Action was taken in 2022 to remove the above mentioned commission scheme and this is no longer in operation.

In relation to the long service award, the Council does formally recognise and reward employees for their loyalty, service and commitment at key milestones during an individuals employment with us. The payment is the same irrespective of gender and is based purely on length of continuous service.

The schemes milestones and corresponding award values are set out as below:

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

## NUMBER OF EMPLOYEES RECEIVING BONUS

Based on the explanation given above, the number of employees receiving bonus payments between 1 April 2021 and 31 March 2022 is as follows:



**105**  
Male



**126**  
Female

## BONUS PAY TOTALS

As explained above, the differential here is a consequence of the historical discretionary incentive bonus that was payable to the TUPE staff who were all male.



**£755,604**  
Male



**£15,922**  
Female

## PERCENTAGE

As explained above, the differential here is a consequence of the historical discretionary incentive bonus that was payable to the TUPE staff who were all male.



**6.6%**  
Male



**3.8%**  
Female

	MALE	FEMALE	Non-gender biased	GPG
<b>MEAN BONUS PAY</b>	<b>£7196.23</b>	<b>£126.37</b>	<b>£3,339.94</b>	<b>98.3%</b>
<b>MEDIAN BONUS PAY</b>	<b>£200</b>	<b>£100</b>	<b>£300</b>	<b>50%</b>
<b>AVERAGE BONUS PAY</b>	<b>£7,196.23</b>	<b>£126.37</b>		

### The Mean (Bonus) Discretionary Incentive Bonus

As can be seen above, the mean and median bonus pay rates reported are affected by the inclusion of the discretionary incentive bonus paid to the TUPE staff, and the male to female ratio of that particular group of staff. Whilst

there is a differential between level of bonus paid, the calculation of amount payable was based on levels of productivity prior the staff transferring to Wigan Council.

<b>No. of employees receiving bonus</b>	<b>47</b>	<b>0</b>	<b>47</b>	<b>100%</b>
<b>Bonus pay totals</b>	<b>£749,104.39</b>	<b>£0</b>	<b>£749,104.39</b>	
<b>Mean bonus pay</b>	<b>£15,938.39</b>	<b>£0</b>	<b>£15,938.39</b>	

### The Mean (Bonus) Commission Bonus

As can be seen above, the mean and median bonus pay rates reported are affected by the inclusion of the commission paid to 3 female TUPE staff.

<b>No. of employees receiving bonus</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>100%</b>
<b>Bonus pay totals</b>	<b>£0</b>	<b>£2,972.77</b>	<b>£2,972.77</b>	
<b>Mean bonus pay</b>	<b>£0</b>	<b>£990.92</b>	<b>£990.92</b>	

### The Mean (Bonus) Long Service Award Reward

As explained above, long service award payments are based on length of service and payments are the same regardless of gender.

The value of awards paid year on year are wholly dependent upon the service milestone of individual employees being achieved.

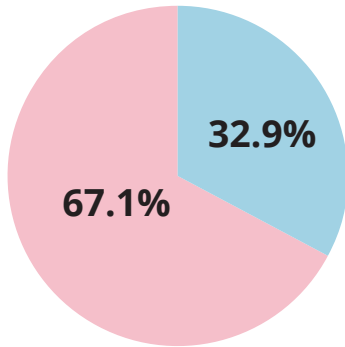
<b>No. of employees receiving bonus</b>	<b>58</b>	<b>123</b>	<b>181</b>	<b>50.1%</b>
<b>Bonus pay totals</b>	<b>£6,500.00</b>	<b>£12,950.00</b>	<b>£19,450.00</b>	
<b>Mean bonus pay</b>	<b>£112.07</b>	<b>£105.28</b>	<b>£107.46</b>	

## 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 the lowest paid in quartile 1

to the highest paid in quartile 4. 67% of the Wigan workforce are female. The information below shows that this is reflected consistently across the grades when they are split into quartiles.

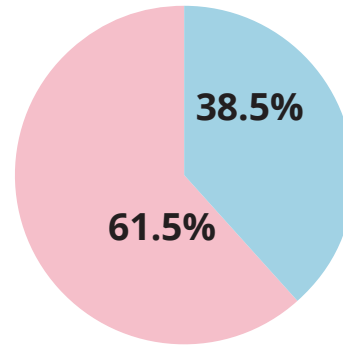
### QUARTILE 1



**393**  
Male employees

**801**  
Female employees

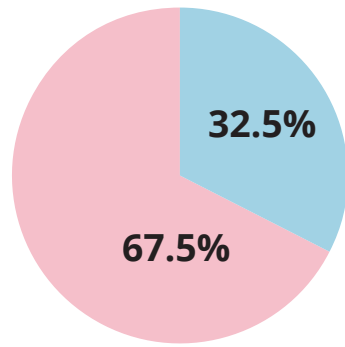
### QUARTILE 2



**460**  
Male employees

**735**  
Female employees

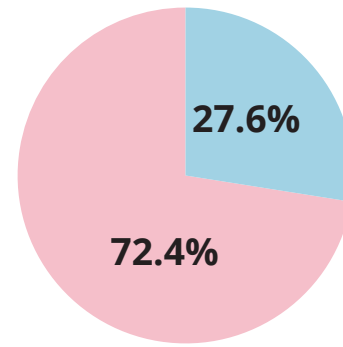
### QUARTILE 3



**388**  
Male employees

**807**  
Female employees

### QUARTILE 4



**330**  
Male employees

**865**  
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.

