

Equal Pay Audit



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1.0 Introduction

Flintshire County Council supports the principle of equal pay for equal work of equal value and recognises that there should be a pay and grading structure which is free from bias and based on objective criteria. The Council's principal terms and conditions for staff were harmonised under the Single Status Agreement of 1997, which was implemented in June 2014, following the undertaking of a full job evaluation exercise within the Council. Job evaluation is a systematic way of determining the value/worth of a job compared to other jobs within an organisation. All (Green Book) jobs were evaluated using the GLPC (Greater London Provincial Committee) Job Evaluation Scheme.

This is the fourth equal pay audit that Flintshire County Council has undertaken since the implementation of the Single Status Agreement. A data extract from the Council's payroll system iTrent was taken on 1st April 2019 and this audit has focused on an analysis of **all** employees within the organisation across the full range of terms and conditions.

2.0 Background

The Equality Act gives a right to equal pay for equal work. Employers are responsible for providing equal pay and for ensuring that the pay systems are transparent. The Equality and Human Rights Commission (EHRC) code of practice recommends equal pay reviews as the most appropriate method of ensuring that a pay system delivers equal pay free from discrimination.

3.0 What does the audit cover?

The report contains the following:

3.1 Gender Pay Audit

This is a broad analysis of how pay rates are distributed by gender across Flintshire County Council. The gender pay gap is defined as the difference between the average male and female pay rates.

This analysis does not look at whether there are differences in pay for men and women in equivalent posts and so the results will be affected by differences in the gender composition across our various professional groups and job levels. Gender pay reporting does not take into consideration the difference in size of roles either.

Reporting the total gender pay gap of an organisation reveals the difference in the level of roles performed by men and women. A gender pay gap may be indicative of talent management and diversity issues, reflecting higher proportions of female employees in less senior roles and/or employed in roles which are valued lower in the market.

3.2 Equal Pay Audit

An Equal Pay Audit involves the specific comparison of the pay of male and female colleagues, investigating the causes of any pay gaps by gender, ethnicity, disability or working pattern and planning to close any gaps that cannot be justified on grounds other than one of those characteristics.

There are a number of benefits of conducting an equal pay audit:

- Identifying, explaining and, where justifiable, eliminating pay inequalities.
- Supporting rational, fair and transparent pay arrangements.
- Demonstrating to employees a commitment to equality.
- Demonstrating the Council's values to external stakeholders.
- Helping to meet the public sector equality duty.

3.3 The Gender Pay Gap

The gender pay gap refers to the difference between men's pay and women's pay as a percentage of men's pay.

It is worth emphasising that a 'Gender Pay Gap' is not the same as an issue of 'Equal Pay'. The Council has a long standing commitment to equality and a solid analytical approach to pay and grading in line with the Single Status Agreement as well as an analytical approach to the evaluation of senior roles. As a result, the Council is confident employees receive remuneration within the same grade when carrying out the same or equivalent work. The gender pay gap therefore does not stem from paying men and women differently. Rather, it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Based on data from the ONS Annual Survey of House and Earnings (2019) the current gender pay gap in the UK, based on median hourly earnings, excluding overtime for full time workers is 8.9% (median). The gap for all employees (full and part time) is 17.3% and has fallen from 17.8% in 2018.

4.0 Methodology and Data Collection

The Equality and Human Rights Commission (EHRC) guidelines for undertaking equal pay audits has been followed and the data has been analysed using the definitions and methodologies advocated in national guidelines.

The data was extracted from the Council's HR and Payroll system 'iTrent on 1st April 2019. Relief workers were not included in the data extract. However, temporary employees were included. Data was analysed for all employees irrespective of their terms and conditions to provide an overall gender pay gap, with further analysis focusing on certain groups of employees.

Analysis of this data has been undertaken to consider the following:

- Workforce composition including male, female, BME (black minority ethnic) and disability.
- Average male/female pay gap across pay grades.
- Distribution of males/females across pay grades.
- Distribution of full and part time workers across pay grades.
- Gender profile of full and part workers.

The gender pay gap is calculated using the mean and median salaries of female employees expressed as a percentage of the mean and median salaries of male employees doing work of equal value. The 'Salary' figure used is the full time equivalent salary.

4.1 Definitions of Mean and Median

Mean – a measure of the average which is derived by summing values for a given sample, and then dividing the sum by the number of observations in the sample. In earnings, the mean can be disproportionately influenced by a relatively small number of high paying jobs.

Median – the value below which 50% of all jobs fall. This is less affected by a small number of very high earners. This therefore gives a better indication of typical pay than the mean.

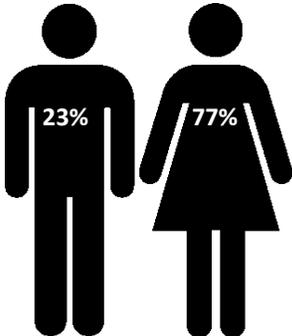
5.0 Workforce Composition

From the data extract taken on 1st April 2019, the Council has 6737 (occupied positions) which represents an increase of 88 when compared to the 2018 audit. This is not a head count figure as a proportion of our employees hold multiple positions across the organisation.

Table 1: Workforce Composition

Females	% Females	Males	% Males
5156	77%	1581	23 %

Total Workforce Demographic



We have seen an increase in occupied positions this year with an increase of both males and females in the composition of the workforce. With an increase of 78 female employees and an increase of 10 male employees.

6.0 Gender Pay Gap Analysis – All employees on all terms and conditions

There are 6737 permanent occupied positions (records) for employees of Flintshire County Council across the full range of terms and conditions of employment. This is not a head count figure as a number of our employees hold multiple positions across the organisation.

The table below provides a breakdown of all terms and conditions, gender numbers and the average salaries for each group.

Table 2: Average Salary for Males and Females on different terms and conditions

Pay Table	Female Numbers	Female Average Salary	Male Numbers	Male Average Salary	Overall Numbers	Overall Average Salary	Gender Pay Gap
Chief Officers/Chief Executive	1	£92,017.00	6	£103,048.00	7	£101,472.14	10.70%
Craft & Associated Employees	4	£20,116.21	101	£23,636.43	105	£23,502.32	14.89%
Head Teachers	121	£54,079.72	84	£57,023.78	205	£55,277.55	5.16%
Joint Chief Executive (Theatr Clwyd)	1	£66,963.00	1	£66,963.00	2	£66,963.00	0.00%
Local Rates			3	£17,864.67	3	£17,864.67	100.00%
National Trainees	9	£15,839.44	14	£15,839.44	23	£15,839.44	0.00%
NJC Pay Table 2019	3888	£21,838.65	1009	£25,828.21	4897	£22,660.68	15.45%
Occupational Health Nurses	2	£40,465.50	1	£37,267.00	3	£39,399.33	-8.58%
Single Status Pay Scale (2014)	48	£20,662.96	13	£21,110.62	61	£20,758.36	2.12%
Soulbury/Y&C Officers/Ed. Psychos	15	£52,290.53	2	£57,190.50	17	£52,867.00	8.57%
Teachers - Basic Scale	943	£36,185.99	265	£36,243.19	1208	£36,198.54	0.16%
Teachers - Unqualified (Assimilated)	19	£23,844.74	25	£25,214.32	44	£24,622.91	5.43%
Theatr Clwyd Pay Scale - DO NOT USE	2	£19,397.50	5	£24,535.40	7	£23,067.43	20.94%
Theatr Clwyd Pay Scale 2019	46	£22,164.67	33	£25,466.91	79	£23,544.09	12.97%
Unison Pay Structure	1	£21,016.08			1	£21,016.08	N/A
Youth Workers	56	£21,751.77	19	£23,023.79	75	£22,074.01	5.52%
Grand Total	5156	£25,322.99	1581	£29,242.37	6737	£26,242.32	13.40%

Overall the average salary for women across all grades and terms and conditions is **£25,322.99** and the average salary for men across all grades and terms and conditions is **£29,242.37** giving an **overall** Gender Pay Gap of **13.40%**. This is using the **mean** method of calculating average pay.

Using the **median method**, the average salary for men across all Grades and terms and conditions is **£25,295** and the average salary for females across all grades and terms and conditions is **£19,953** giving an overall gender pay gap of **21.12%**. This is a

slight increase in the median pay gap from 2018 (20.36%) this is likely to be attributable to the new grade G12 in the NJC pay scales. There are only 5 positions within this grade and the position occupied by the highest earner is male. The position will equalise as the other post holders progress through the increments in this grade.

From the data in the table, the biggest gender pay gaps are in Chief Officers, Craft and Associated employees (Red Book) and the NJC Pay Table (Green Book). This gender pay gap is attributable to the unequal distribution of males and females within those groups. This report will therefore analyse data from these areas in more detail.

6.1 Gender Pay Gap Analysis - Craft and Associated employees (Red book)

At 1st April 2019 a high gender pay gap is reported in this group of 14.89%, which is attributable to this work area being traditionally male orientated. In 2019, a significant piece of organisational change took place following consultation with the recognised trade unions and affected employees to transfer to NJC (Green Book) pay and terms and conditions of employment. A workforce ballot took place on 24th October which resulted in 79% voting in favour of the change which was subsequently implemented in December 2019, back dated to 1st September 2019. This positive change will see an increase in basic pay for all employees in scope in addition to the introduction of incremental pay progression.

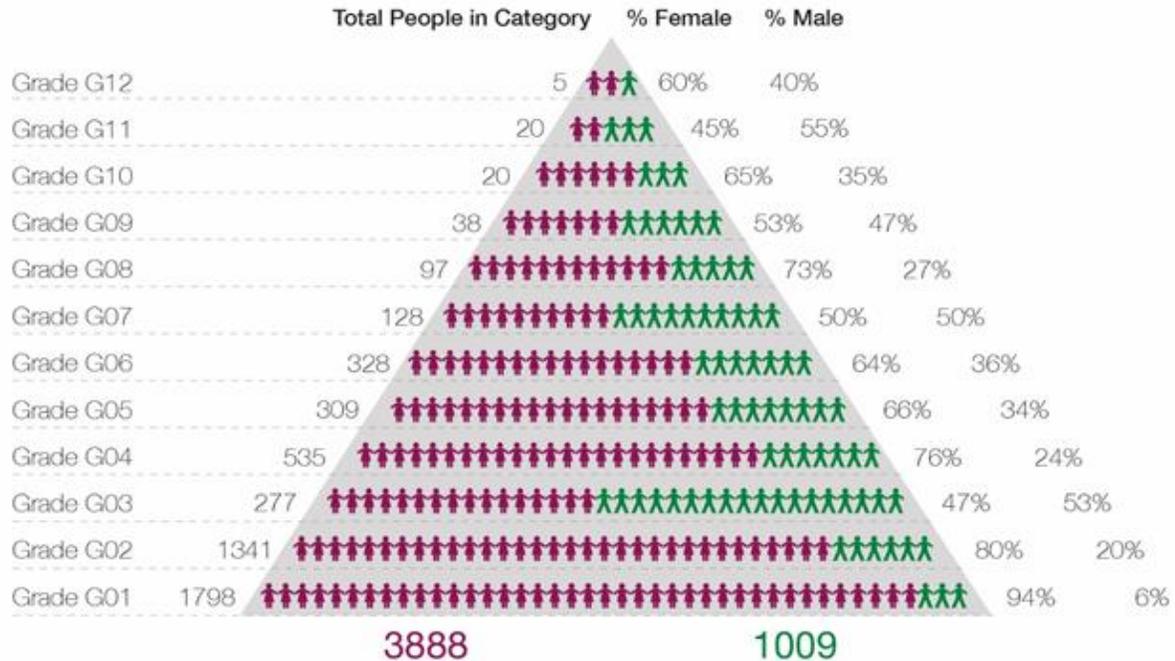
6.2 Gender Pay Gap Analysis - Chief Officer Terms and conditions

The data confirms a pay gap of 10.70% within this group which represents a significant decrease from 15.45% in 2018. There has been a reduction in headcount in this group from 2018 which now comprises of one female and six males. The change in size and composition of this group has contributed positively to the decrease in the gender pay gap.

6.3 Gender Pay Gap Analysis – NJC (Green Book)

NJC Pay Tables were previously known as Single Status Pay Scales.

The majority of our employees, are working under Green Book terms and conditions (NJC pay table) and their roles have been evaluated using the GLPC method of Job Evaluation (4897 records).



Using the mean method of calculation, the average salary for women across all NJC grades (grade 01 to grade 12) is **£25,322** and the average salary for males across all grades is **£29,242** giving an overall gender pay gap of **15.45%** which has reduced from **16.22% in 2018**.

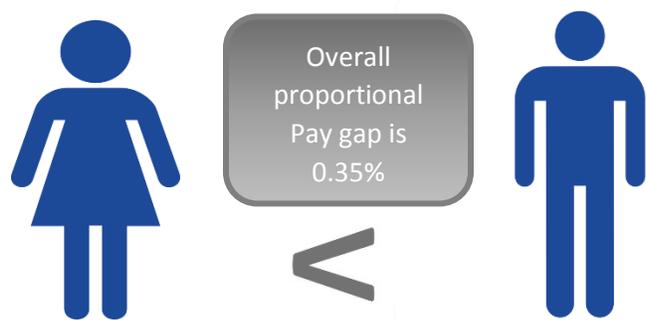
Using the median method of calculation, the average salary for women across all NJC grades (grade 01 to grade 12) is **£19,953** and the average salary for males across all grades is **£25,295**, representing an overall gender pay gap of **21.12%**.

Significant remodelling of the pay scales took place in 2019 in order to meet our obligations of the NJC Pay Award. This has resulted in 3 merged grades and introduction of a new grade (Grade 12) at the top of the pay model to bridge the gap between the top of the scales and the Chief Officers Pay Scale. This revised pay model contributed positively to the improved gender pay gap (mean 13.40%).

Table 3: Distribution of Male and Females employees by grade including average basic salary

Grade	Number of Female	Female Average Salary	Number of Males	Male Average Salary	Total Number in Grade	Total Average	Gender Pay Gap
G01	1684	£18,194.84	114	£18,236.80	1798	£18,197.50	0.23%
G02	1075	£19,393.23	266	£19,434.76	1341	£19,401.47	0.21%
G03	131	£21,296.51	146	£21,281.19	277	£21,288.44	-0.07%
G04	406	£24,706.81	129	£24,707.31	535	£24,706.93	0.00%
G05	203	£30,063.88	106	£29,959.87	309	£30,028.20	-0.35%
G06	209	£33,471.15	119	£33,406.32	328	£33,447.63	-0.19%
G07	64	£37,454.89	64	£37,654.27	128	£37,554.58	0.53%
G08	71	£40,375.07	26	£40,607.46	97	£40,437.36	0.57%
G09	20	£44,096.70	18	£44,307.67	38	£44,196.63	0.48%
G10	13	£50,326.00	7	£50,326.00	20	£50,326.00	0.00%
G11	9	£55,591.22	11	£55,655.36	20	£55,626.50	0.12%
G12	3	£67,119.00	2	£68,921.50	5	£67,840.00	2.62%
Work Placement			1	£1,091.00	1	£1,091.00	100.00%
Grand Total	3888	£21,838.65	1009	£25,828.21	4897	£22,660.68	15.45%

Overall Proportional Pay Gap



This is a typical gender profile for a large county council that comprises large groups of female dominant roles. A number of observations can be made about the data presented in the table. With the merging of some of the grades this year at the bottom of the payscale, there is now a large proportion of employees in Grade G01 and G02.

The mean salaries for male and female employees are relatively similar within each grade. Whilst mean male salaries within a grade are slightly higher (Grade G07, G08, G09), this is by less than approx. 0.50%. Mean female salaries are slightly higher in some grades (Grade G03, G05, G06), with the highest pay gap being 2.62% in Grade

G12 (this is a new grade and likely due to the very small number of post holders within grade.

This data provides reassurance that the Council's new NJC Pay Model is robust and has improved the gender pay gap overall and within each grade. Also that that the **job evaluation scheme** and the processes within it are robust and meet equality requirements.

The clustering of male employees on higher grades and female employees on lower and middle grades remains a significant impact on the gender pay gap.

There is no evidence that the gender pay gap is attributable to direct or indirect unfair discrimination in our processes or decision making. Possible reasons for the pay gap could be:-

- The labour market experience of women; length and breaks in employment.
- Female self-selection for part time work.
- Elements of occupational segregation.

Common causes of occupational segregation, including vertical segregation, are gender stereotyping (attitudes which stereotype roles which males and females should have in society), inflexible working (women with children struggle to find work commensurate with their skills, abilities and aspirations, that they can balance with childcare and other caring responsibilities) and recruitment practices (the way jobs are advertised and recruitment processes.)

Research to date has uncovered a range of important issues that contribute to or are related to the gender pay gap. A significant review of the gender pay gap by UK Government Equalities Office concludes that the most important factor influencing the gender pay gap is the effects of interruptions to employment and the lack of 'good' part time work. These findings are supported by numerous studies.

Despite significant equal pay initiatives in local government and the health sector, there has been little progress in closing the gender pay gap in the public sector, which currently stands at 17.7%¹. Part of the lack of progress in the gender pay gap in the public sector is explained by the lack of representation of females in senior management roles in the sector. Women represent 53% of all employees in the civil service but occupy only 33% of senior management roles.

¹ Source ONS Annual Survey of Hours and Earnings 2017

Table 4: Mean Gender Pay Gap

	Public Sector	Private Sector
All employees	17.7%	21.1%
Full Time	14.3%	17.1%
Part Time	28.7%	4.5%

Source: ONS Annual Survey of Hours and Earnings 2017.

Women are considerably more likely to be in health and social work and education sectors than men, who are more likely to be in manufacturing, construction and transport (horizontal segregation). Traditionally, health, social work and education tends to be delivered by the public sector. Accordingly, women are significantly more likely to work for a public sector employer. According to the EHRC, 40% of women work in the public sector compared to only 15% of men. This is quite significant for Flintshire County Council, with the gender distribution of the workforce being 76.3% women.

7.0 Full and Part time Staff

Table 5: Distribution of Male and Female by Basis

Basis	Female Average Salary	Count Female	Male Average Salary	Count Male	Pay Gap	Total	Overall Average Salary
Full Time	£32,709.42	1689	£30,585.78	1269	-6.94%	2958	£31,798.37
Full Time Term Time	£24,196.52	94	£25,994.75	20	6.92%	114	£24,512.00
Part Time	£25,349.55	1398	£26,873.02	175	5.67%	1573	£25,518.18
Part Time Term Time	£19,041.01	1975	£18,750.28	117	-1.55%	2092	£19,024.75
Grand Total	£25,322.99	5156	£29,242.37	1581	13.40%	6737	£26,242.32

A comparison between the earnings of full-time employees and part-time employees has been calculated across all terms and conditions within the Council.

The pay gap between a full time male salary (average £30,585.78) against a part time female salary (average £25,349.55) is **17.12%**.

There is a positive gender pay gap between full time females and full time males of 6.94% meaning full time females earn on average 6.94% more than full time males.

The proportion of females in part time work and the quality of part time work available in the UK are closely associated with its relatively high gender pay gap in comparison to international standards. Around 1 in 5 jobs in the UK is part time but 4 in 10 females

work in part time employment . These proportions have remained constant since the early 1990's.

While opportunities for part time work in the UK has increased rapidly, there are concerns about the quality of these jobs, particularly pay, career progression, training and other conditions of employment.

In shifting to part time work, women are also likely to downgrade their occupational status due to lack of suitable part time opportunities that fit their skill set. Research has found that a third of female corporate managers move to a lower skill occupation after having a child with two thirds of these moving into clerical work.

Table 6: Part time and Full Time analysis by Grade and Average FTE salary (Green book (NJC) terms and conditions)

Basis	Female										Male										Overall	
	Full Time		Full Time Term Time		Part Time		Part Time Term Time		Overall Average Salary	Total Female	Full Time		Full Time Term Time		Part Time		Part Time Term Time		Overall Average Salary	Total Male	Overall Total	
	Av Salary	Count	Av Salary	No	Av Salary	No	Av Salary	No			Av Salary	No	Av Salary	No	Av Salary	No	Av Salary	No			Av Salary	No
G01	£18,109.39	18	£18,362.29	7	£18,200.44	275	£18,192.76	137	£18,194.84	1684	£18,199.45	11	£18,426.00	3	£18,341.77	30	£18,189.57	70	£18,236.80	114	£18,197.50	179
G02	£19,350.49	219	£19,375.43	1	£19,364.18	442	£19,450.67	393	£19,393.23	1075	£19,470.34	22	£19,431.67	3	£19,412.15	13	£19,174.03	29	£19,434.76	266	£19,401.47	134
G03	£21,285.61	70	£21,166.00	1	£21,301.83	58	£21,589.00	2	£21,296.51	131	£21,254.14	11	£21,589.00	1	£21,421.72	25	£20,966.50	2	£21,281.19	146	£21,288.44	277
G04	£24,667.09	148	£24,727.25	8	£24,981.33	93	£24,559.18	137	£24,706.81	406	£24,759.81	11	£25,295.00	3	£24,103.00	6	£24,020.33	6	£24,707.31	129	£24,706.93	535
G05	£30,049.26	121	£29,685.62	1	£30,350.84	50	£29,642.45	11	£30,063.88	203	£29,877.42	88	£30,162.60	5	£30,440.00	13			£29,959.87	106	£30,028.20	309
G06	£33,417.56	149	£33,799.00	1	£33,600.95	59			£33,471.15	209	£33,397.18	11	£33,799.00	1	£33,568.75	4			£33,406.32	119	£33,447.63	328
G07	£37,512.44	52	£35,934.00	1	£37,365.60	10	£36,876.00	1	£37,454.89	64	£37,663.95	57			£37,575.43	7			£37,654.27	64	£37,554.58	128
G08	£40,387.40	55	£40,434.00	3	£40,353.25	12	£39,782.00	1	£40,375.07	71	£40,607.46	26							£40,607.46	26	£40,437.36	97
G09	£44,002.24	17			£44,632.00	3			£44,096.70	20	£44,307.67	18							£44,307.67	18	£44,196.63	38
G10	£50,326.00	10			£50,326.00	3			£50,326.00	13	£50,326.00	6			£50,326.00	1			£50,326.00	7	£50,326.00	20
G11	£55,591.22	9							£55,591.22	9	£55,776.70	10			£54,442.00	1			£55,655.36	11	£55,626.50	20
G12	£67,119.00	3							£67,119.00	3	£68,921.50	2							£68,921.50	2	£67,840.00	5
Work Placement															£1,091.00	1			£1,091.00	1	£1,091.00	1
Grand Total	£28,064.93	871	£24,161.34	9	£21,657.34	100	£18,995.04	191	£21,838.65	3888	£27,092.97	78	£24,728.69	1	£23,580.73	10	£18,835.25	10	£25,828.21	100	£22,660.68	489

Table 7: Full and Part Time analysis – Percentage of Male and Female by Basis and Grade

Basis	Full Time		Full Time Term Time		Part Time		Part Time Term Time		Overall Average Salary	Total Female	Full Time		Full Time Term Time		Part Time		Part Time Term Time		Overall Average Salary	Total Male	Overall Total	
	%	Count	%	No	%	No	%	No	%		%	No	5	No	%	No	%	No	%		%	No
G01	0.37%	18	0.35%	17	5.62%	275	28.06%	1374	34.39%	1684	0.22%	11	0.06%	3	0.61%	30	1.43%	70	2.33%	114	36.72%	1798
G02	4.47%	219	0.43%	21	9.03%	442	8.03%	393	21.95%	1075	4.51%	221	0.06%	3	0.27%	13	0.59%	29	5.43%	266	27.38%	1341
G03	1.43%	70	0.02%	1	1.18%	58	0.04%	2	2.68%	131	2.41%	118	0.02%	1	0.51%	25	0.04%	2	2.98%	146	5.66%	277
G04	3.02%	148	0.57%	28	1.90%	93	2.80%	137	8.29%	406	2.33%	114	0.06%	3	0.12%	6	0.12%	6	2.63%	129	10.93%	535
G05	2.47%	121	0.43%	21	1.02%	50	0.22%	11	4.15%	203	1.80%	88	0.10%	5	0.27%	13	0.00%		2.16%	106	6.31%	309
G06	3.04%	149	0.02%	1	1.20%	59	0.00%		4.27%	209	2.33%	114	0.02%	1	0.08%	4	0.00%		2.43%	119	6.70%	328
G07	1.06%	52	0.02%	1	0.20%	10	0.02%	1	1.31%	64	1.16%	57	0.00%		0.14%	7	0.00%		1.31%	64	2.61%	128
G08	1.12%	55	0.06%	3	0.25%	12	0.02%	1	1.45%	71	0.53%	26	0.00%		0.00%		0.00%		0.53%	26	1.98%	97
G09	0.35%	17	0.00%		0.06%	3	0.00%		0.41%	20	0.37%	18	0.00%		0.00%		0.00%		0.37%	18	0.78%	38
G10	0.20%	10	0.00%		0.06%	3	0.00%		0.27%	13	0.12%	6	0.00%		0.02%	1	0.00%		0.14%	7	0.41%	20
G11	0.18%	9	0.00%		0.00%		0.00%		0.18%	9	0.20%	10	0.00%		0.02%	1	0.00%		0.22%	11	0.41%	20
G12	0.06%	3	0.00%		0.00%		0.00%		0.06%	3	0.04%	2	0.00%		0.00%		0.00%		0.04%	2	0.10%	5
Work Placement	0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.02%	1	0.00%		0.02%	1	0.02%	1
Grand Total	17.79%	871	1.90%	93	20.52%	1005	39.19%	1919	79.40%	3888	16.03%	785	0.33%	16	2.06%	101	2.19%	107	20.60%	1009	100.00%	4897

This table demonstrates vertical and horizontal segregation between male and female employees across the grades within the County Council. Out of all the employees (male and female) on Green Book terms and conditions, the highest percentage of employees are female part time term time within Grade G01 (28.06%) which will be attributable to schools support staff and employees who support schools such as school escorts and passenger assistants. The majority of our employees are within Grade G01 and G02, which is expected following the merged grades in the new pay model. This also demonstrates our Organisational Development (OD) principles with a flatter structure and less layers and levels.

8.0 Disability Analysis

Table 8: Disability analysis of all employees

	Number	Percentage	Average FTE salary
Disabled	158	2.35%	£25,011.34
Not Disabled	4043	60.01%	£26,664.95
Prefer not to say or undisclosed	2536	37.64%	£26,396.20

** Note: It has not been possible to produce a meaningful view of a grade-by-grade comparison and of occupational segregation due to low numbers, as noted above.*

There are a significant numbers of employees who have not declared their disability status or for whom this status is not known and this makes it difficult to undertake a robust analysis of pay by disability status. Out of the 6737 records across all County Council employees, 158 (2.35%) have disclosed a disability, 4043(60.01%) have registered not disabled and 2536 (37.64%) have not disclosed any information in relation to a disability. The data has improved from the 2018 audit with a decrease in the numbers of employees who have not disclosed their disability status. However there is still 37.64% of the workforce who have not declared.

There is a 6.13%% mean pay gap between all employees across the County Council with a registered disability and those who have declared themselves as not disabled. This means the average salary of a disabled person is on average 6.13%% lower than a non-disabled person. This data however, is not considered to be robust due to the high proportion (37.64%) of employees who have not declared information on disability.

All employees are encouraged to utilise the employee self-service on the HR system to disclose information in relation to protected characteristics. On-going work within this area will continue.

9.0 Ethnicity Analysis

Table 9: Ethnic Profile for all Employees of Flintshire County Council

Row Labels	Average Salary	Percentage	Number of Ethnicity
African	£37,805.25	0.06%	4
Any Other Asian Background	£27,089.50	0.03%	2
Any Other Background	£19,189.50	0.03%	2
Any Other Chinese Background	£30,507.00	0.01%	1
Any Other Mixed Background	£27,599.00	0.06%	4
Any Other White Background	£29,146.25	0.06%	4
Bangladeshi	£18,990.00	0.03%	2
Caribbean	£44,652.50	0.03%	2
Chinese	£34,095.50	0.03%	2
Indian	£18,245.50	0.03%	2
Pakistani	£35,008.00	0.01%	1
White And Asian	£28,023.50	0.03%	2
White And Black Caribbean	£21,468.00	0.09%	6
White British	£25,474.13	19.09%	1286
White British English	£26,857.72	14.16%	954
White British Other	£26,369.11	0.27%	18
White British Scottish	£28,310.32	0.33%	22
White British Welsh	£27,214.67	29.40%	1981
White Irish	£27,180.31	0.24%	16
White Other	£22,763.56	0.77%	52
Unknown/blank	£25,572.15	34.73%	2340
Prefer Not to Say/Not Stated	£27,502.48	0.50%	34

There are significant numbers of staff who have chosen not to disclose their ethnicity or who have not provided any information on their ethnic origin (34.73%). This has slightly improved from 2018, where the figure was 37.39% but, this makes it difficult to undertake a robust analysis of pay by ethnicity.

4397 have disclosed their ethnicity as “white” (65.26%) and 26 employees have disclosed their ethnicity as BME (Black or Minority Ethnic) (0.38%). Please note the ethnic profile of Flintshire County is 98.5% white (2011 census – office for national statistics). The Ethnicity pay gap is -12.87% which shows that BME employees earn

on average 12.87% more than those who have disclosed their ethnicity as White. However due to high number of employees who have not stated their ethnicity or we do not have the information this is not considered to be robust enough for meaningful data.

10.0 Sexual Orientation

The proportion of the total population of employees who have declared their sexual orientation as heterosexual is 39.59%. 0.79% have declared themselves as bisexual/gay/lesbian, and 2.57% have preferred not to say and for 56.89% their sexual orientation is unknown. The data that the County Council holds on sexual orientation is not sufficiently robust to report on pay gaps.

11.0 Religion

The proportion of the total population of employees who have declared their religion or belief as Christian is 31.33% and 0.19% have declared another religion or belief (Buddhist, Hindu, Jewish, Muslim or Sikh.) 16.40% reported they have no religion and 2.52% prefer not to say and for 48.36% religion or belief is unknown. The data which the County Council holds on religion is not sufficiently robust to report on pay gaps.

12.0 Conclusion

The proportion of low paid employees in the workforce has a disproportionately high impact on the overall Gender Pay Gap. These roles are often part-time and many are also term-time only. Employment in these positions follows the national trend of being predominantly female and has a significant impact on our overall pay gap

The gap in the top quartile of pay again follows the national trend.

The Council also has an aging workforce with a high proportion of female employees. Nationally, the pay gap widens with age: older women experience a larger pay gap compared to their male peers than younger women compared to their male peers.

This data needs to be set against a negative gender pay gap across the middle portion of the organisation (i.e. women, on average, are paid more than men); an overall workforce which is approximately two thirds female and one third male; and a Chief Officer Team (COT) which has a higher number of men than women (5 out of 6).

The Audit provides reassurance that the County Councils job evaluation scheme and the processes within which it operates are robust and meet equality requirements.

Flintshire County Council is committed to delivering equal treatment of its employees regardless of their gender or other protected characteristics. The Equality and Diversity Infonet pages provide further information about the equality initiatives the County Council is currently engaged with. The County Councils commitment to equality and diversity can also be evidenced by the specific objectives that have been identified in the Strategic Equality Plan 2016-2020.

As we monitor the sizes of our gender pay gaps within Flintshire County Council, we will seek to continue to ensure that our HR policies and practices help to improve awareness across the organisation and help close the gender pay gap.

The Council is committed to work life balance and provides a wide range of flexible working opportunities as a means to support, develop and retain employees at work. We will continue to promote these initiatives going forward and hopefully encourage more females to take up more senior management roles within the County Council. The Agile Working Policy was reviewed in 2018, which promotes agile and flexible ways of working to support both the employee and the organisation.

13.0 Next Steps and Action Planning

Since the last audit, we have worked hard to improve our diversity data by carrying out diversity questionnaires and encouraging employees to update their diversity data via an organisational campaign. This has resulted in an improved picture since last year and overall since the first audit in 2016, however there is still further work that can be done in this area.

Last year's action was to improve our data by sending out diversity questionnaire with the updated contracts, due to logistics we were unable to do this. For the next year our aim is till to continue to improve our data

Action targeted campaign to update our data, when sending out addendum to contracts we will send a diversity questionnaire to be completed and returned. We will run a communications campaign via the infonet and change exchange asking employees to update their details on self serve.–

As referred to in the conclusion, our biggest challenge remains occupational segregation. Flintshire County Council is composed of 77% females, which are more highly concentrated lower down the pay and grading structure. Last year's action was to begin campaign that "challenges gender stereotypes", it remains our aim to continue with this work

We will continue to work on a campaign that "**challenges gender stereotypes.**" We have some good, albeit small numbers of examples across the County Council where employees have challenged that stereotype. As part of our campaign, we want to complete case studies on some of these employees to highlight that some roles that may have traditionally been filled with a particular gender, can be accessible to all genders. We then plan to target this campaign through our apprentice and graduate recruitment as well as general recruitment across the organisation.

Action – Prepare a number of case studies which identifies services where the composition of a team or service departs from traditional stereotypes as part of a "challenging gender stereotypes" campaign. We will also continue to work with

services to address occupational segregation which remains a significant factor in influencing pay gaps between males and females.

In conclusion:-

- We will continue to report annually on the gender pay gap in Flintshire County Council.
- We will continue to appoint and develop people on merit, regardless of their gender or other factors covered by the Equality Act 2010.
- We will continue to develop our workforce at all levels to make sure talented people can progress into the most senior roles.
- We will continue to promote positive work/life balance offering flexible working options to assist in addressing any equality issues.
- We will continue to apply fair recruitment and selection practices.

These targets are designed to push Flintshire County Council to become more imaginative in how we go about attracting, recruiting, developing and encouraging our most talented colleagues to stay with us.

In conclusion the County Council will continue to eliminate unlawful discrimination and to advance equality of opportunity through its role as employer and through its work with the community.

This comprehensive audit emphasises the County Council's commitment to monitoring pay in order to equally reward work of equal value and continue to contribute to develop equality and diversity strategies to promote good practice.