



Basingstoke  
and Deane

# Basingstoke and Deane Gender Pay Gap 2019



# Foreword

Basingstoke and Deane Borough Council strives to be an inclusive and fair employer. The analysis of our gender pay gap is central to making sure that this happens. The vast majority of organisations have a gender pay gap, with a mean (average) gender pay gap for the whole economy of 17.3% (according to October 2019 estimates from the Office for National Statistics). We are pleased to be able to say that the council's mean gender pay gap of -3.23% (in favour of women) compares very favourably with that of other organisations not just across all sectors, but also in the public sector.

As an employer we go the extra mile for our staff and position ourselves as an employer of choice, so that we attract and retain the very best people, regardless of gender, who will provide excellent, trusted and user friendly services to our customers and communities. The council actively encourages individuals from a range of diverse groups, including both men and women, to be part of its team and highly values people's individual skills and talents.

**Melbourne Barrett**  
**Chief Executive**  
**Basingstoke and Deane Borough Council**



# Case studies

I have worked as Executive Director of Borough Services since joining Basingstoke and Deane Borough Council in February 2016 and I am proud to be a female member of the Council's Senior Leadership Team. I'm particularly proud that I'm a working mother at a senior level and I would like to show others that it is possible to combine a demanding role with caring for small children.

The Council actively encourages career progression and development for all of its staff through programs such as Future Leaders. My experience allows me to support this agenda by mentoring and inspiring others to grow towards their full potential and really go beyond in their work for Basingstoke and Deane.

**Rebecca Emmett**  
**Executive Director of Borough Services**  
**Basingstoke and Deane Borough Council**



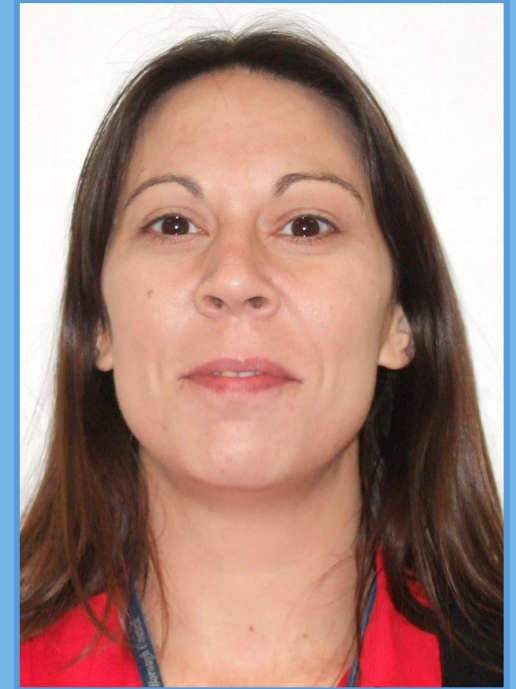


# Case studies

I have worked for Basingstoke and Deane for 21 years, starting as a temp in the financial services team. After four years I joined the street cleaning team as a client officer, which later became part of a larger operations team based at Wade Road.

Throughout my career with the council I have been given many training and development opportunities. This has enabled me to progress into my current role where I now manage a number of teams providing a range of front line services. As I have two young children I appreciate the support and flexibility provided by the council which allows me to balance my career and family life.

**Linda Searle**  
**Specialist Service Manager, Operations team**  
**Basingstoke and Deane Borough Council**



# Case studies

I joined the council four years ago as the Project Director for the regeneration of Basing View, the town's central business district. It was my first role in the public sector having previously worked in the private sector for 25 years.

I have been a single working mum since 1994 and have, at times, struggled with the challenges of putting the needs of my two lovely children first while developing and maintaining a successful career in a heavily male dominated career where news of school pick up and drop off and attendance at sports day, rugby matches, netball games, parents evening and school trips was of limited interest.

In previous roles there was no transparency around the gender pay gap but a strong sense that the flexibility required as a single mum came at a price. Furthermore there were no role models at board level; seemingly female executive directors just didn't have children.

I am so pleased to work for an organisation that can openly demonstrate it values women as equally as men and rewards them accordingly. My 'children' are now 27 and 24 but you never stop being a parent and I appreciate having the flexibility to still take time to give support when needed which now primarily comprises of moving furniture and buying food!

**Kate Dean**  
**Project Director (Basing View)**  
**Basingstoke and Deane Borough Council**



# Case studies

I joined the council nearly ten years ago as a Community Safety Patrolling Officer. This was predominately a male orientated role so it was really good to help bring up the female numbers to try to even it out. I previously worked for a charity for six years which is a sector that has to be very transparent about its spending and there was never an issue about the gender gap here.

Being brought up to be an independent young woman who can achieve anything she put her mind to, and encouraged to pursue higher education, the thought that there would be a gender pay gap in today's age is just astounding to me. So I have been very fortunate to have had two careers where this has not been a fight I have had to have.

Since joining the council I have been blessed with having two beautiful children and I am so grateful that I have been able to spend precious time with each of them for their first year and be able to return back to work nearly full time without discrimination. This has enabled me to provide for my family, as well as give me back adult time that any mum so greatly needs!

**Kerri Swinfield**  
**Community Safety Patrolling Officer**  
**Basingstoke and Deane Borough Council**



# Introduction

Since new legislation was introduced in April 2017, employers with 250 or more employees have been required to publish information each year to show the difference in average hourly pay between their male and female employees. All of the information in this report is based on data from the required 'snapshot' date of 31 March 2019 for public sector organisations.



Whilst both gender pay and equal pay look at the pay received by men and women they focus on two different issues:

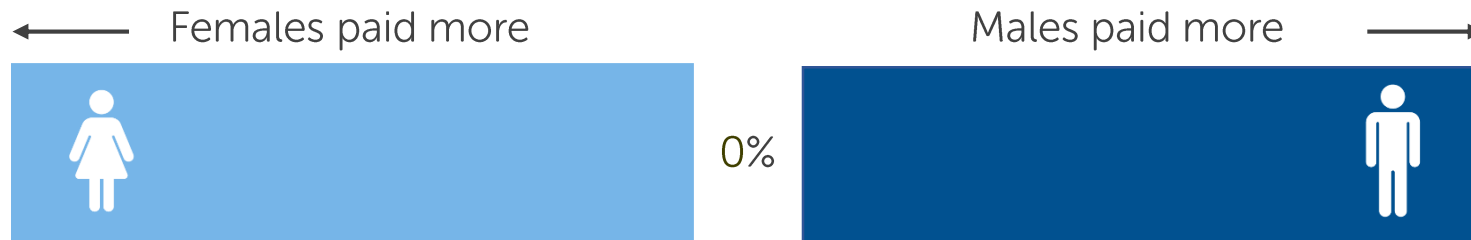
- Gender pay looks at the difference between women's and men's average pay across the organisation.
- Equal pay looks at the pay that men and women receive whilst performing the same role.

For more information please see:

<https://www.gov.uk/government/news/uk-gender-pay-gap>

# Gender pay gap

A positive pay gap indicates that men are paid more, whilst a negative pay gap indicates that women are paid more.

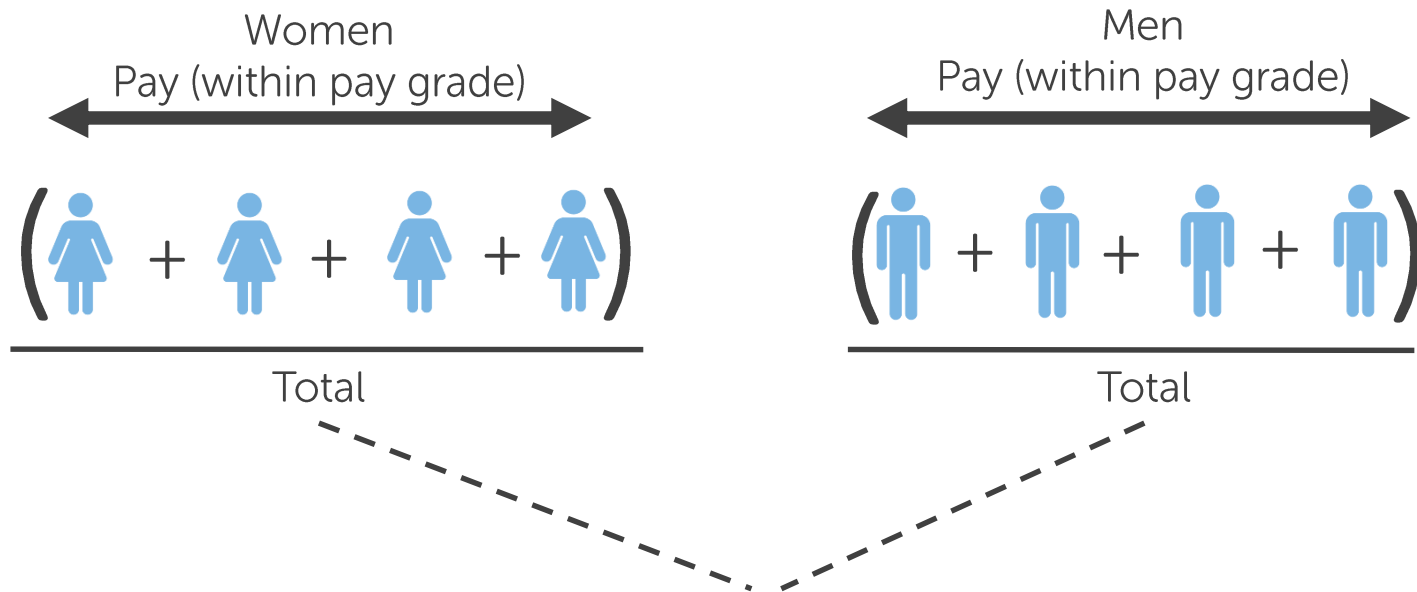


## Employers must report:

- the difference in the mean (average) pay of men and women, expressed as a percentage;
- the difference in the median (actual midpoint) pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the difference in mean and median bonus pay, expressed as a percentage;
- the number of men and women in each of four quartile pay bands.



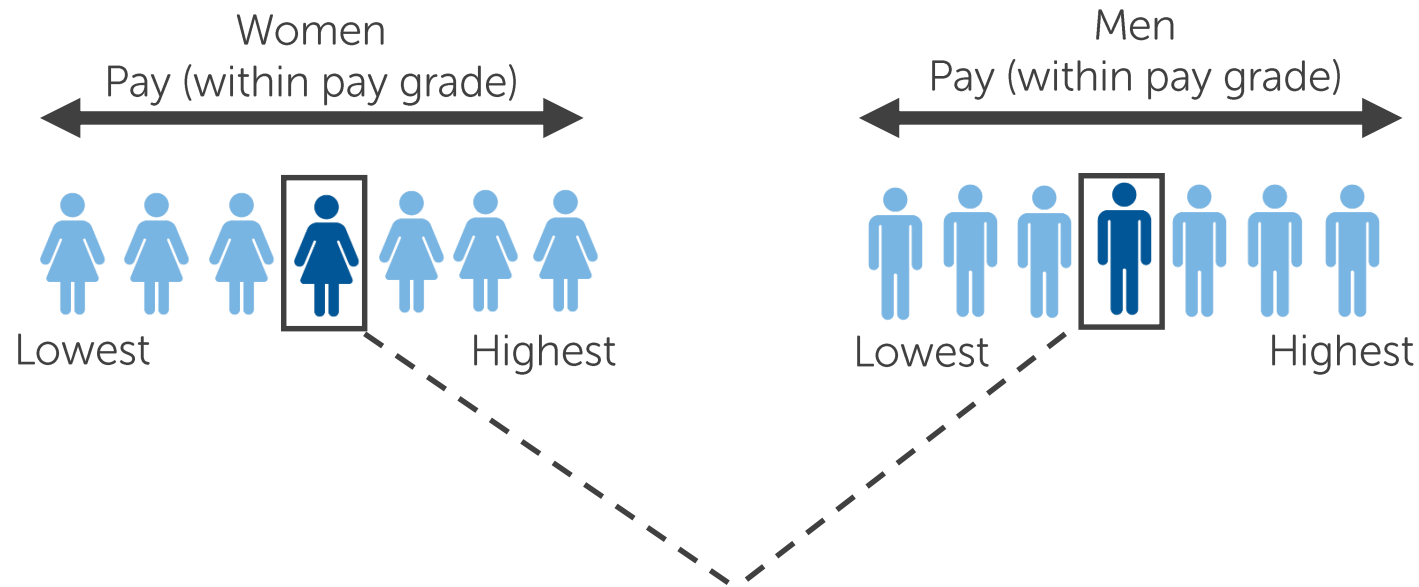
# Mean gender pay gap calculation



$$\text{Gender pay gap} = \left( \frac{\text{Mean pay men} - \text{Mean pay women}}{\text{Mean pay men}} \right) \times 100$$

The overall mean gender pay gap is the difference between mean (average) hourly earnings of men and women expressed as a percentage of the mean hourly earnings of men.

# Median gender pay gap calculation

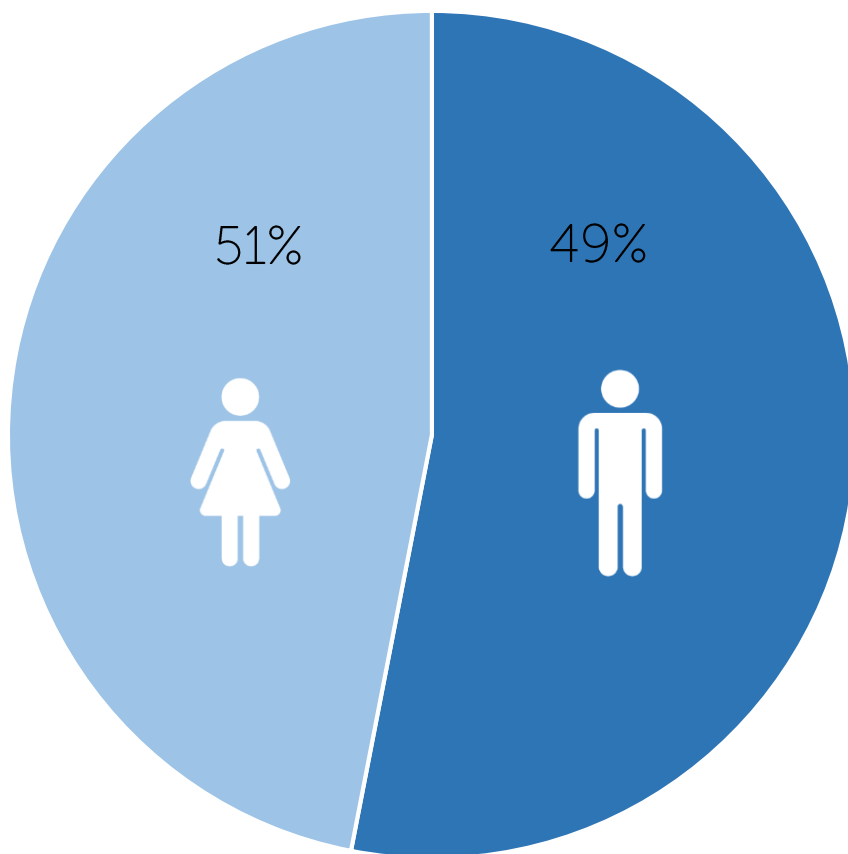


$$\text{Gender pay gap} = \left( \frac{\text{Median pay men} - \text{Median pay women}}{\text{Median pay men}} \right) \times 100$$

The overall median gender pay gap is the difference between median (actual midpoint) hourly earnings of men and women expressed as a percentage of the median hourly earnings of men.

## Workforce by gender

Just under half of Basingstoke and Deane Borough Council's workforce are male and just over half are female.

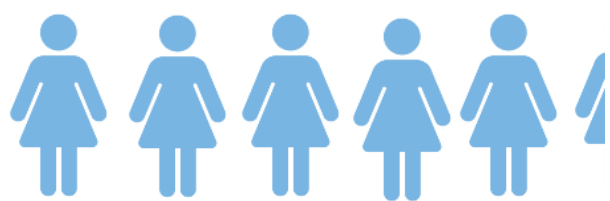


This report is based on salary data at a snapshot date of 31 March 2019. The data will be published on both the council's website and the government website by 31 March 2020.

There were 537 'relevant employees' employed by the council on the snapshot date in 2019. This gender pay gap analysis is based on headcount (actual number of employees regardless of hours worked) rather than full-time equivalent (FTE) numbers.

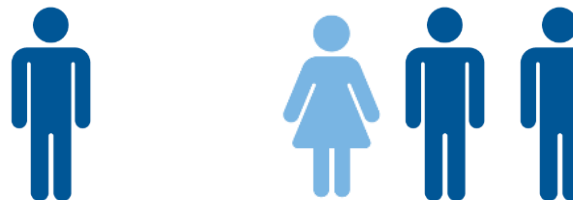
# Full and part-time gender ratios

A greater proportion of females at the council work part-time, whilst the majority of males work full-time.



Part-time gender ratio

5.2 females to 1 male



Full-time gender ratio

1 female to 1.6 males

Full-time work is defined as 37 hours per week. Anything less than this is considered as part-time.

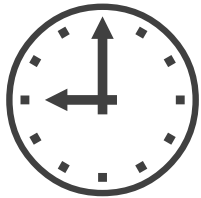
The part-time gender ratio at the council is 5.2 females for every one male.

The full-time gender ratio at the council is one female for every 1.6 males.

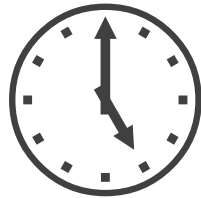


# Average weekly hours worked

On average, male employees at the council work more hours each week than females.



32.3 Hours

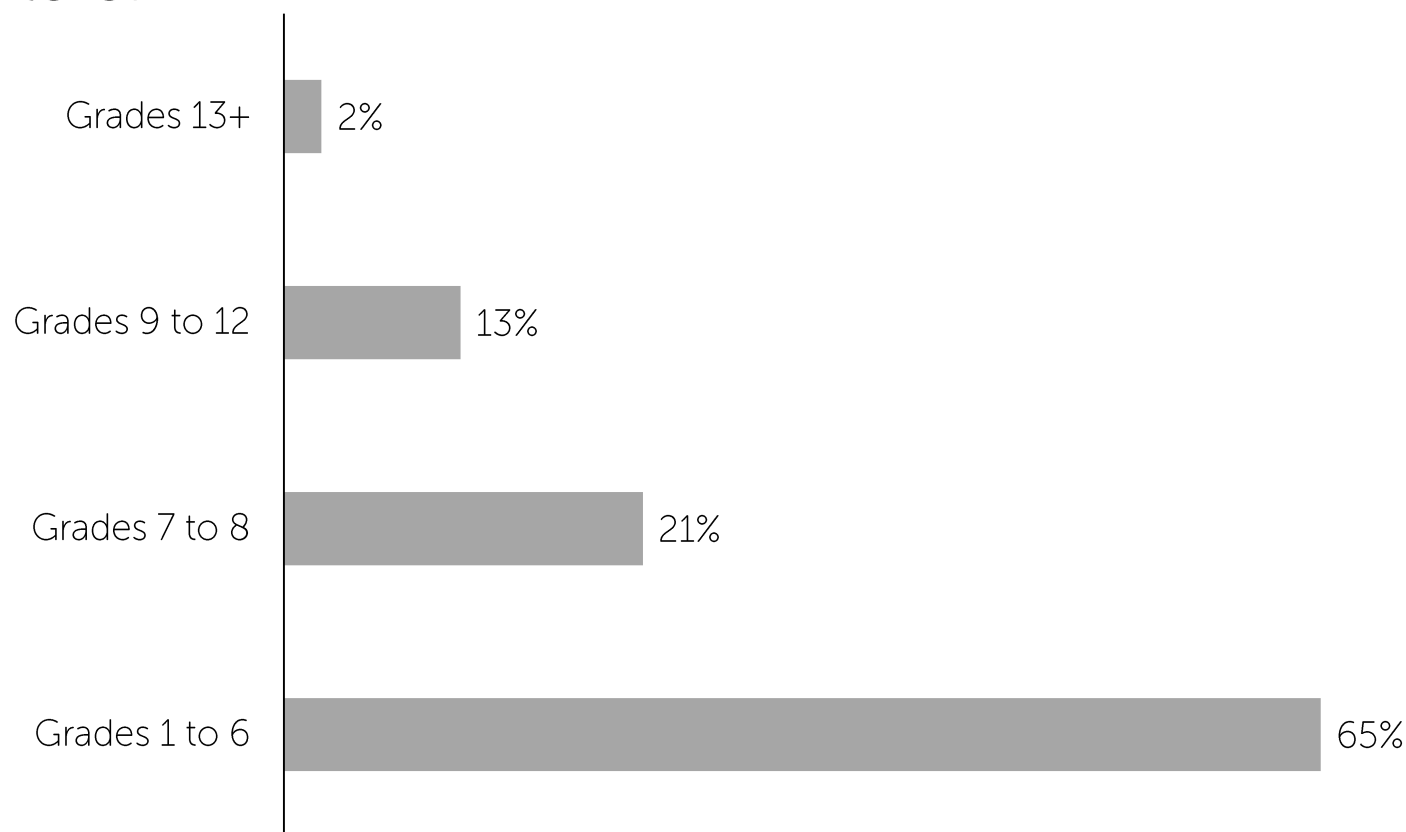


35.9 Hours

On average, female employees at the council work 32.3 hours a week and male employees work 35.9 hours a week. This means that on average, women work 3.6 hours less per week than men.

# Workforce by pay grade

Almost two thirds of the council's employees are in pay grades 1 to 6 and over a fifth are in pay grades 7 to 8.



Grades 13 and above cover senior management roles such as Heads of Service and Executive Directors

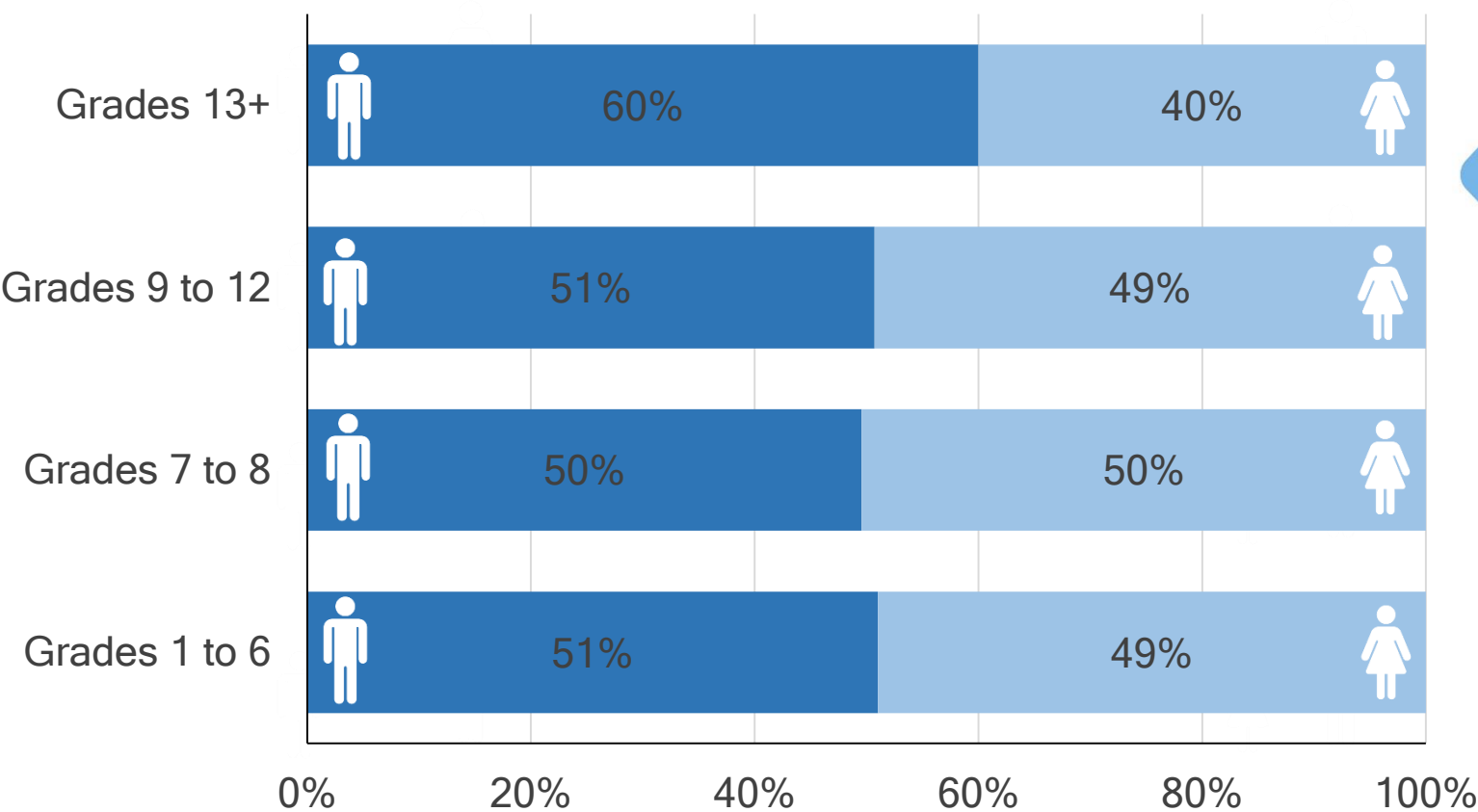
Grades 9 to 12 cover a range of professional and middle manager roles.

Grades 7 and 8 cover a range of professional and first line manager/ supervisory roles.

Grades 1 to 6 cover a wide range of administrative, technical, clerical and manual roles. For the purposes of this report, the council's apprentices are also included within this.

# Workforce by pay grade

For the majority of pay grades at the council, the percentage of male and female employees in each grade is very similar.



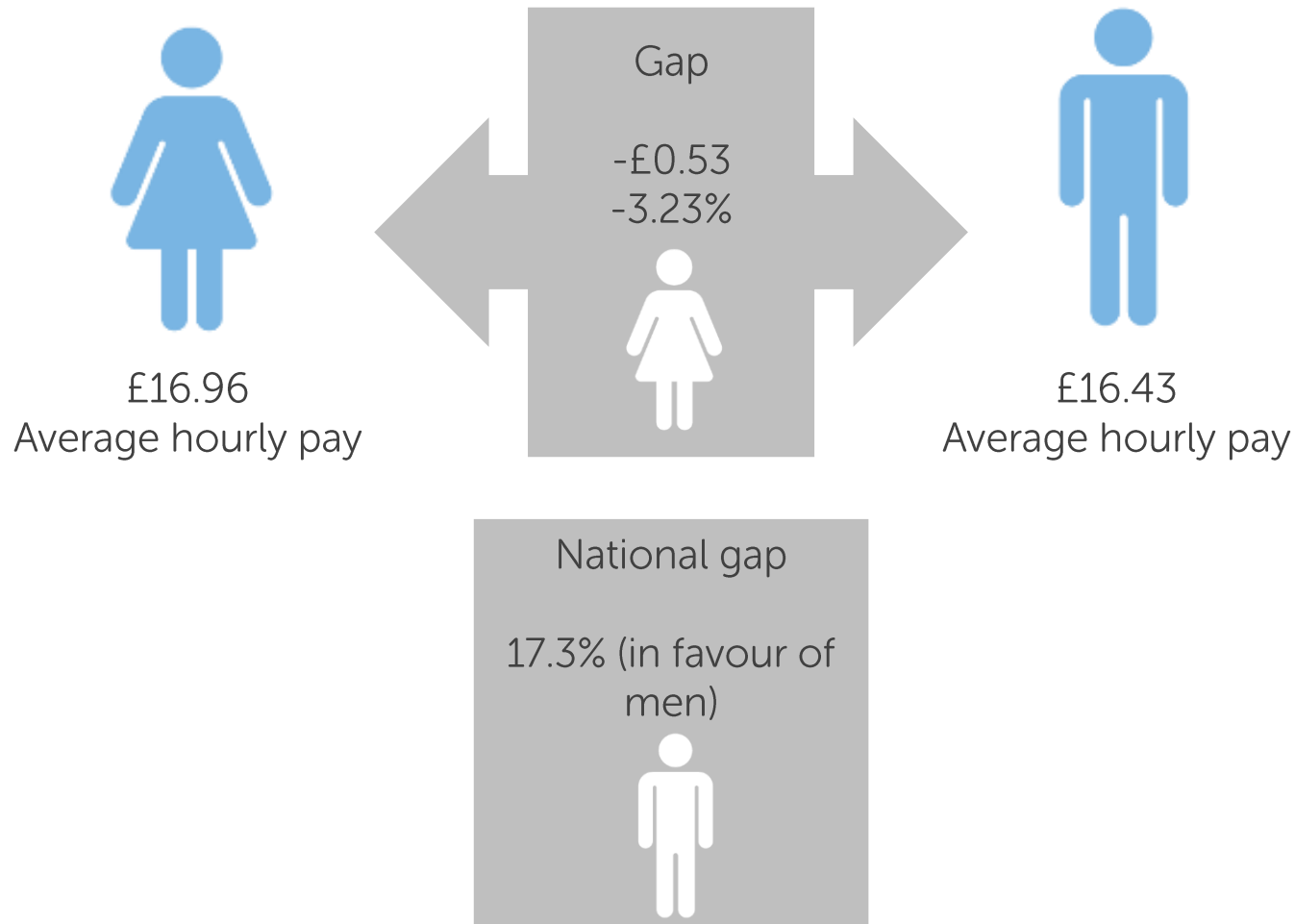
For pay grades 1 to 12 the proportion of males and females is almost exactly even.

For grades 13 and above there is a slightly larger proportion of males. Due to the smaller number of employees in these grades, a small change in the gender profile significantly skews the percentage figure.

Our recruitment and selection procedures are fair and comply with current legislation and best practice.

# Mean gender pay gap

On average, female employees at the council earn £0.53 per hour more than male employees.



The gap between mean (average) pay at the council for males and females is -3.23% which equates to -£0.53 per hour.

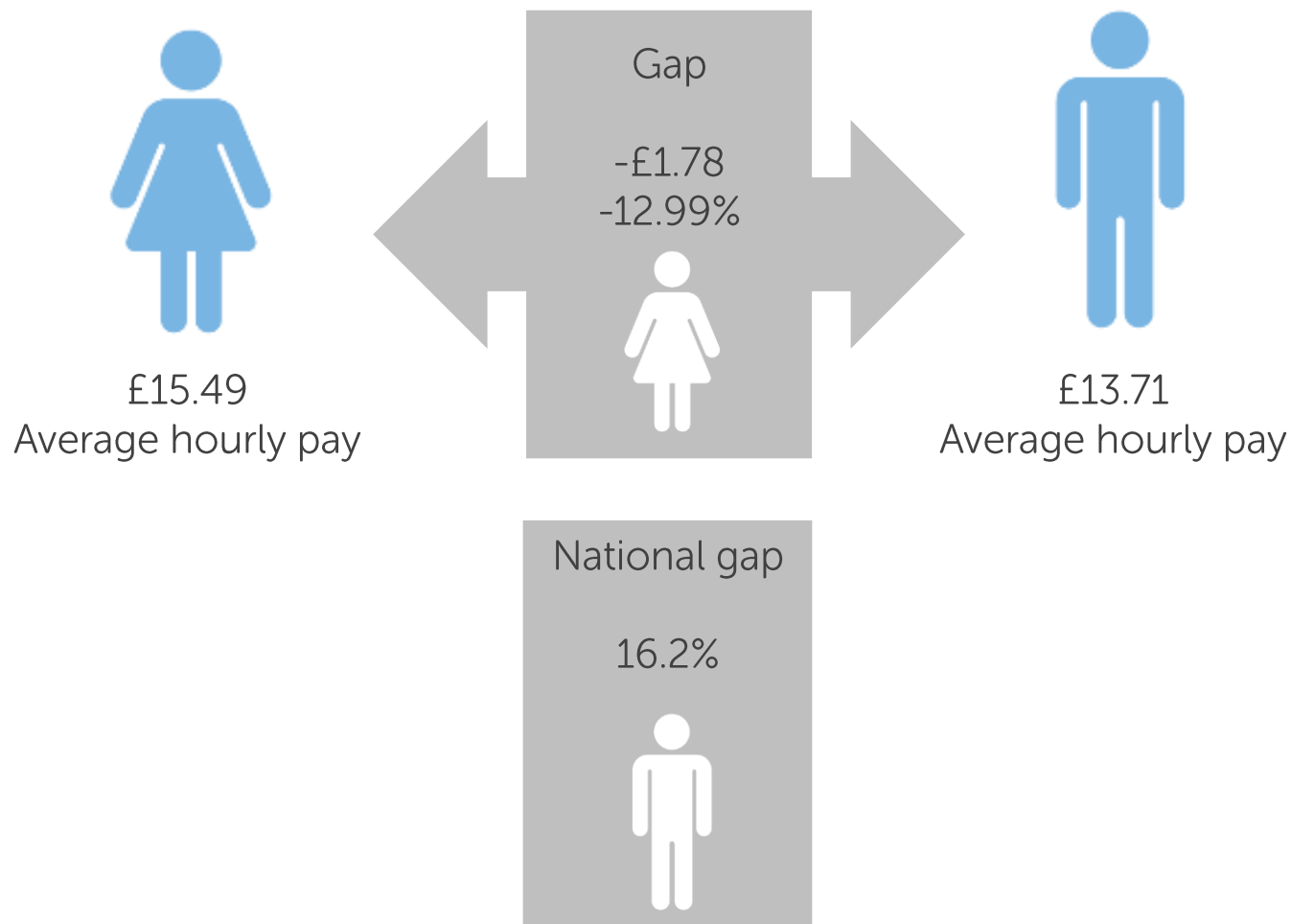
The mean average is calculated by adding all (male and female) employees' rates of pay together and dividing by the total number of (male and female) employees.

As of October 2019, The Office for National Statistics estimates that the national mean gender pay gap currently stands at 17.3%.



# Median gender pay gap

The midpoint female at the council earns £1.78 per hour more than the midpoint male.



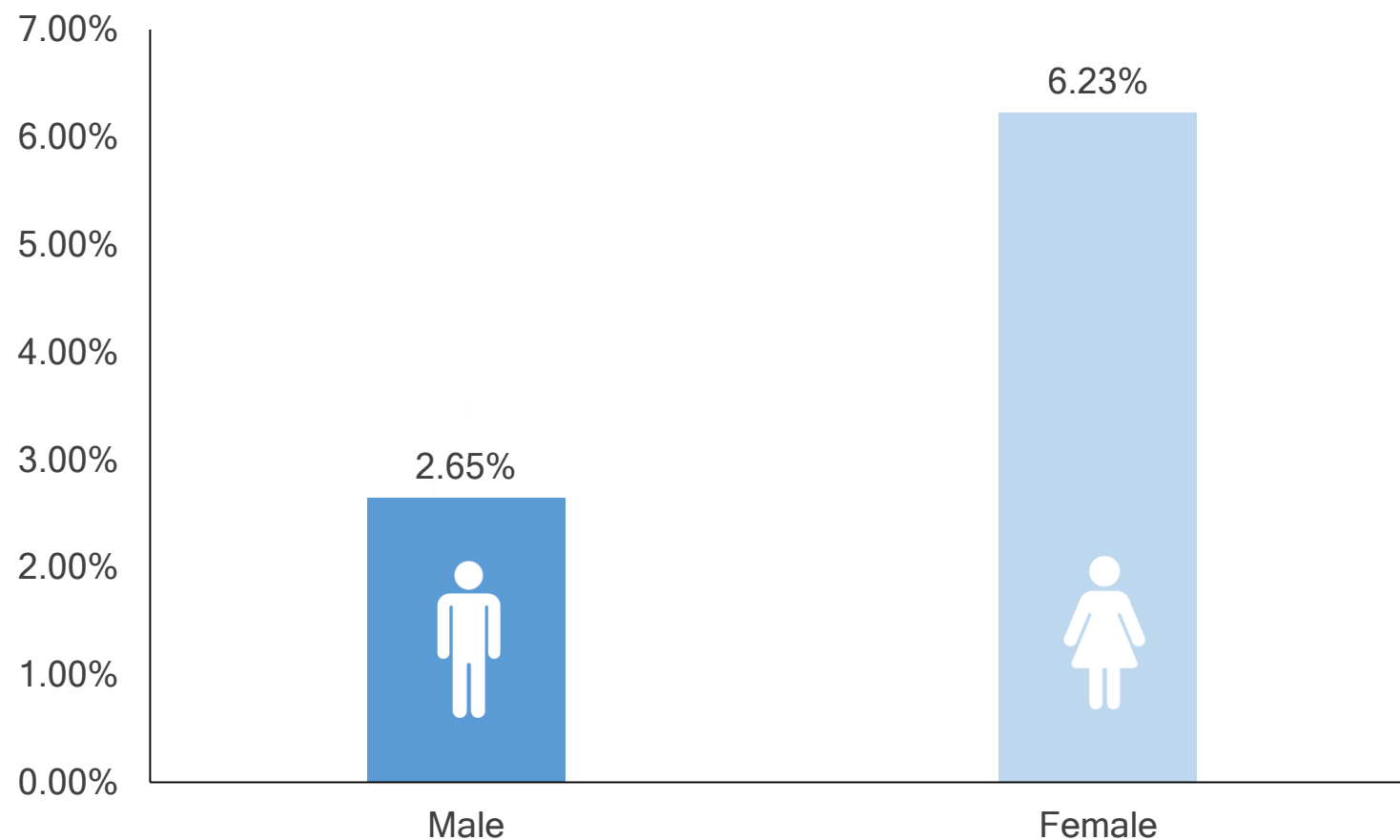
The gap between median (actual midpoint) pay for males and females is -12.99% which equates to -£1.78.

The median is the numerical value which splits the top 50% of the population from the bottom 50%. It shows the midpoint in all (male and female) employees' hourly rates of pay. Therefore, half of employees will earn a rate above the midpoint and half will earn a rate below the midpoint.

The Office for National Statistics estimated a national median pay gap of 16.2% in October 2019.

# Bonus gender pay gap

Proportion of males and females receiving bonuses



The only 'bonuses' paid at the council are one-off honoraria payments.

Only 4.47% of 'relevant employees' received these payments in the 12 months prior to 31 March 2019. 2.65% of males received bonus payments, and 6.23% of females received bonuses.

# Mean bonus gender pay gap

On average, male employees at the council earnt £89.39 more than female employees from bonus payments.

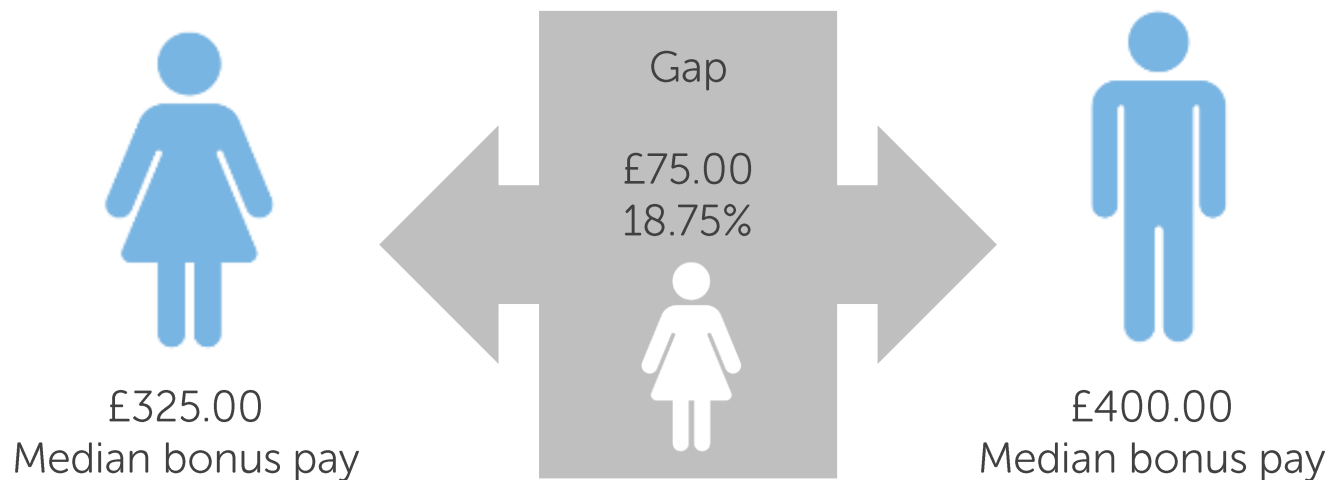


The gap between mean (average) bonus pay at the council for males and females is 21.96% which equates to £89.39.

The mean average is calculated by adding bonus payments for each gender together, and dividing by the total number of employees in each gender that received a bonus payment.

# Median bonus gender pay gap

The midpoint male receiving a bonus payment earned £75 more than the midpoint female. This equates to a median bonus pay gap of 18.75%.



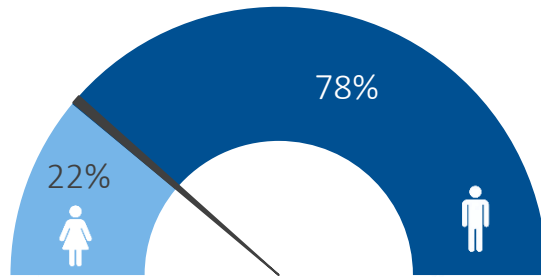
The gap between mean (average) bonus pay at the council for males and females is 18.75% which equates to £75.00.

The median is the numerical value which splits the top 50% of the population (receiving bonus payments) from the bottom 50%. It shows the midpoint in all (male and female) bonus payments. Therefore, half of employees will receive a rate above the midpoint and half will receive a rate below the midpoint.

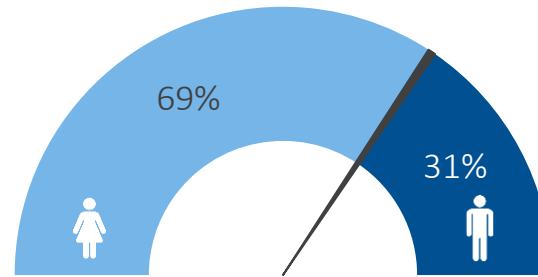


# Pay by quartiles

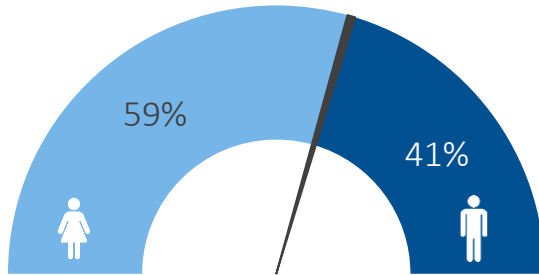
A much larger proportion of males at the council work in the low pay quartile and a larger percentage of females work in the lower middle pay quartile.



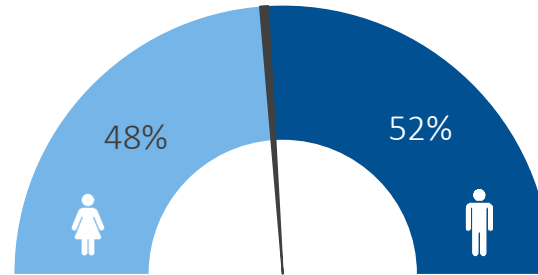
Lower pay quartile  
29 Females, 105 Males



Lower middle pay quartile  
92 Females, 42 Males



Upper middle pay quartile  
79 Females, 55 Males



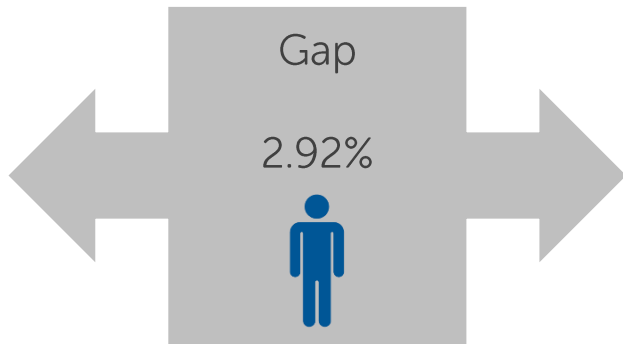
Upper pay quartile  
64 Females, 70 Males

The four quartiles are separated according to the hourly pay rate, starting from the lowest to the highest paid member of staff.

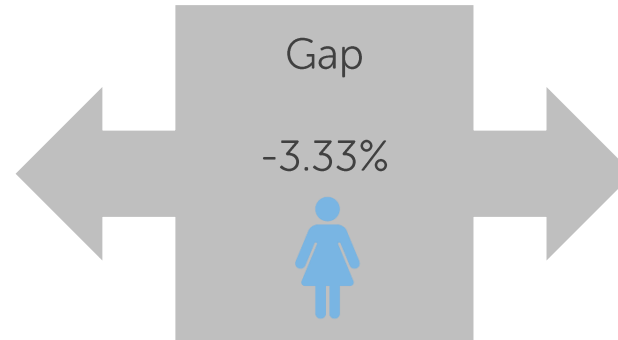
The advantage of calculating quartiles by dividing the overall pay distribution in to four equal proportions is that we can look at the different ranges of gender pay gap across the salary scale.

# Mean gender pay gap by quartiles

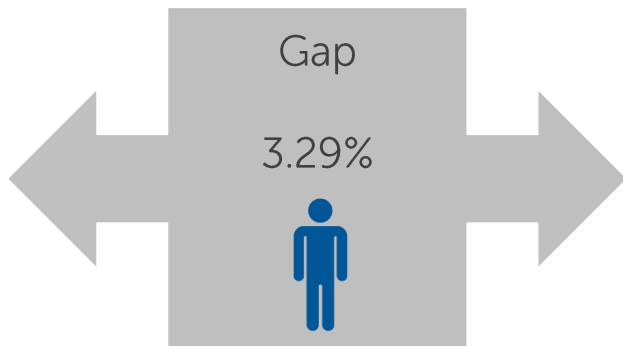
The largest gaps by quartile at the council are in the lower middle and upper middle pay quartiles.



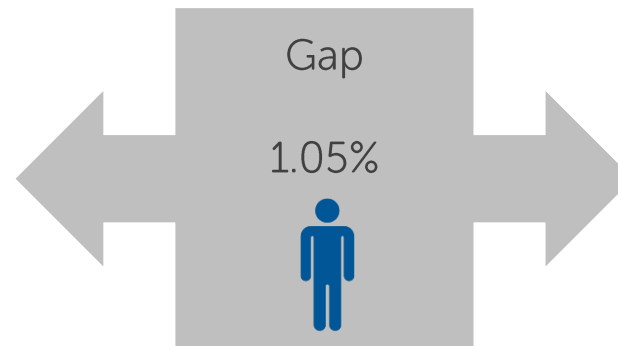
Lower pay quartile



Lower middle pay quartile



Upper middle pay quartile



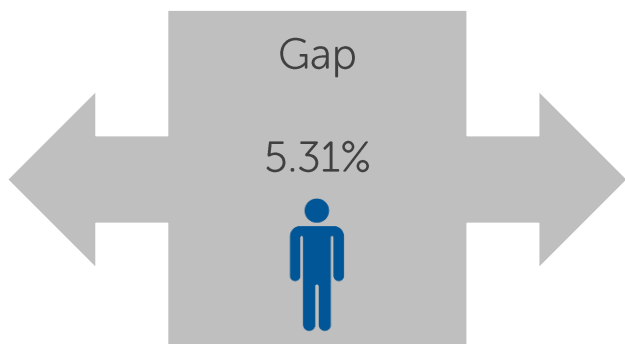
Upper pay quartile

The largest mean gender pay gaps are found in the lower middle and upper middle pay quartiles. Females earn more in the lower middle pay quartile and males earn more in the upper middle pay quartile.

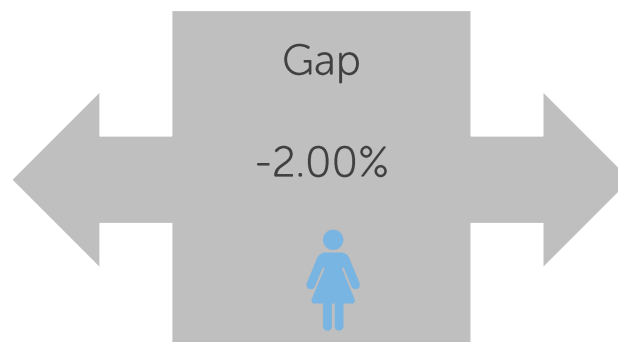
In the lower pay quartile the council has a significant number of manual workers and the majority of these are male. The nature of this role means that it tends to attract more male employees.

# Median gender pay gap by quartiles

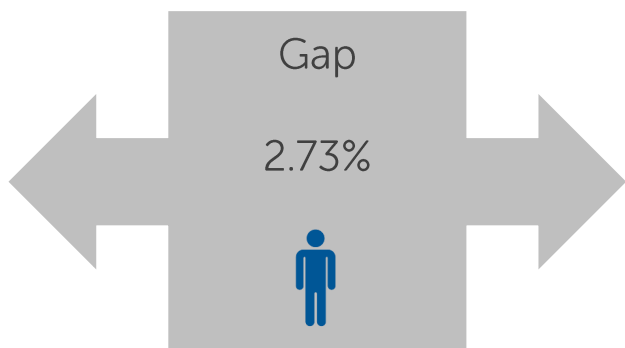
The largest median gap by quartile at the council is in the lower pay quartile.



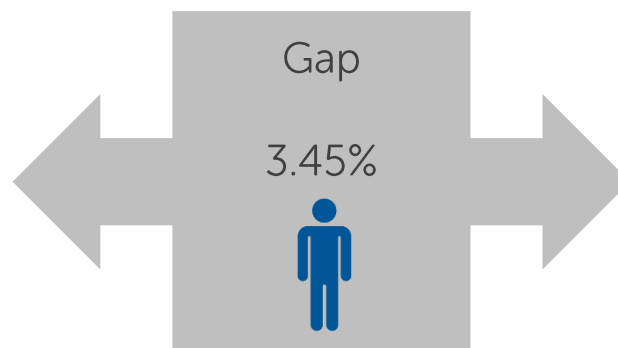
Lower pay quartile



Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile

The largest median gender pay gap is found in the lower pay quartile, where the midpoint male earns 5.31% more than the midpoint female per hour.

In the upper pay quartile and upper middle pay quartile the midpoint males earn more than the midpoint females. In the lower middle pay quartile the midpoint female earns more than, the midpoint male.

# What next

The council has achieved a positive balance in its pay distribution compared to many organisations in the public and private sectors. To ensure that this is maintained, we will continue to take the following steps:

- Facilitating professional, consistent and effective recruitment practice, in line with our Recruitment and Selection, and Equality and Diversity in Employment policies, and through our commitment to being a Disability Confident Employer.
- Providing equal opportunities, and access, to training and development, allowing existing employees to fulfil their potential and progress.
- Welcoming flexible working requests, both formally and informally, allowing staff to achieve their desired work/life balance whilst remaining in their current role, subject to business needs.

We will go the extra mile for our staff and position ourselves as an employer of choice. This means that we can continue to attract and retain the very best people who will provide excellent, trusted and user-friendly services to our customers and communities.



## What next

We will continue to monitor our gender pay gap in line with government legislation, and review it on an annual basis to ensure that our current good position is maintained. We are committed to promoting Basingstoke and Deane Borough Council as fair and inclusive employer.



We will do this by implementing the practices and measures outline on the previous page.