

Surrey County Council Gender Pay Gap Report

March 2021



SURREY
COUNTY COUNCIL

Gender Pay Gap Report at 31 March 2021

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees, in England, Wales, and Scotland are required to publish their overall mean and median gender pay gaps each year. More information is available from the [Gender Pay Gap Reporting Guidance](#).

Shown as a snapshot as at 31 March 2021, Surrey County Council's data is as follows:

Table 1: Mean and median gender pay gap

Measure	Female	Male	% Gap
Mean	£16.99	£19.68	13.68%
Median	£15.01	£17.16	12.53%

Table 2: Quartile pay bands

Gender	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Female	86.41%	72.86%	67.61%	65.98%
Male	13.59%	27.14%	32.39%	34.02%

Table 3: Mean and median bonus* gap

Bonus gap	Female	Male	% difference gap between Male and Female
Mean bonus payment	£1,557.19	£1,060.98	- 46.77%
Median bonus payment	£2,000.00	£1,000.00	-100.00%

Table 4: Bonus proportions

Bonus proportion	Female	Male
Total employments in receipt of bonus payment	339	82
Total Relevant Employees	8056	2930
Bonus proportion	4.21%	2.80%

*Bonus payments include:

1. Long Service Awards paid to staff for either 25 or 40 years of service, £150 and £200, respectively.
2. Recognition Awards.

3. Recruitment and Retention payments for social workers in Children, Families and Learning Services (wage type induction pack). This inclusion is a new guideline for 2021.

Covering statement

In the following, we will highlight some of our key challenges and share some of the actions we are taking to close the gap at Surrey County Council.

The gender pay gap shows the difference in average pay between men and women, expressed in hourly salary by gender. This does not measure equal pay, which relates to what men and women are paid for the same or similar jobs or work of equal value.

We included 10,126 members of staff in our gender pay gap calculations, with 7,414 being women and 2,712 being men (Table 4). Compared to the national population average, women are overrepresented at the Council (50.6% versus 73.2%), but this is uneven across different salary quartiles relative to our total workforce (Table 2).

Within the Council, men are underrepresented at the lower quartile (14%) and overrepresented in the upper middle and upper quartiles (32% and 34%, respectively). Thus, despite most of our workforce being women, primarily due to occupational segregation, the salary-level distribution still follows the wider social dynamic of vertical segregation, where women tend to be overrepresented in front-line lower paid roles and men tend to be overrepresented in higher paid managerial and leadership roles. This, in turn, explains why we continue to observe a mean gender pay gap of 13.7% and a median gender pay gap of 12.5%, both in favour of men (Table 1).

The mean bonus gap is the difference between the average bonuses received by men and by women, expressed as a percentage of the average bonus for men. The median bonus gap is the difference between the median (middle) value of bonuses (when ordered from lowest to highest) received by men and by women, expressed as a percentage of the average bonus for men.

In the case of Surrey County Council, the mean bonus gap is currently -47% and the median bonus gap is -100% as proportionally speaking women on average have received both more and higher bonus payments than men (Table 3). This is a seemingly significant increase from last year's bonus gaps (3.25% mean, 0% median) and is explained by our service focus. The bulk of the Council's workforce specialises in roles that have traditionally been female dominated (care and social work) and where there is ongoing staff shortage. This is the primary reason for a higher proportion of female staff (4.2% versus 2.8% of male staff; Table 4), receiving recruitment and retention related bonus payments.

In summary, our key challenges are that:

- we have a higher proportion of women in lower paid roles,
- we have a lower proportion of women in senior and management roles,
- and we have more women working part-time than men.

What we are doing to tackle the pay gap?

1. We use structured interviews for recruitment, so that we can be as objective as possible.
2. We use skills-based assessment tasks in recruitment, where appropriate, as we know this allows candidates to demonstrate role-relevant competencies.
3. We use job evaluation and benchmarking data when setting salary ranges for new roles, so that our pay and grading structures are gender-neutral.
4. Our annual promotion process is gender-neutral and automatically applies to all salaries, regardless of sex and gender.
5. We have introduced an organisation-wide training package in 2021 on unconscious bias, that is open to all staff, with targeted training for managers and senior leadership.
6. We have completed a holistic review of our staff equality training needs in 2022, with plans to introduce basic training on equality, diversity, and inclusion in the next 12 to 18 months.
7. We have supported the development of a women's staff network through internal publicity, senior sponsorship, a set annual budget, and monthly resource allocation for its chairs. Such networks provide opportunities for staff to let us know how we can improve our culture.
8. We are expanding our workforce Equalities, Diversity, and Inclusion team to support staff networks, which will enable the women's network to increase capacity for input and culture-change.
9. We will be reviewing our recruitment processes and methods in 2022 to expand the diversity of our talent pools and to further embed objective selection assessment, especially for managerial roles.
10. We need to improve our working culture for men and women by improving our flexible working opportunities. We are incorporating this consideration in the ongoing agile workplaces project.
11. We need to increase support for staff who balance parental and/or caring responsibilities. The majority of whom tend to be women; therefore, we are planning to review and update our family-friendly policies in 2023.
12. We need to examine existing pay gaps from an intersectional angle, therefore we are planning to introduce pay gap reporting by race in 2023.
13. We are presenting our pay gap data and key priorities at our organisation-wide Equalities, Diversity and Inclusion Change Group and to the Council Leadership Team.