

Slough Borough Council 2023 Gender Pay Gap Report

Introduction: What is the Gender Pay Gap?

Gender Pay Gap Regulations require all organisations which employ 250 staff or more to publish the pay gap from the preceding year. This is our annual gender pay gap report for the snapshot date of 31 March 2023. The gender pay gap shows the difference in *average hourly pay* between all men and women in a workforce.

It is different to *equal pay* – that is men and women being paid the same amount for the same or comparable work. It is unlawful to pay people differently for work of equal value because of their gender. To ensure equal pay, Slough Borough Council (SBC) operates a transparent pay grade system, and all positions are subject to a strict job evaluation process.

The figures only relate to directly employed staff. Non-directly employed staff such as agency/temporary workers are not included as per the reporting regulation.

The legislation requires us to look specifically at the mean and median average **hourly** pay rates, based on full-time equivalent salaries. The gap reported is the percentage difference between men and women – the gender pay gap. The mean and median gender bonus gap, the proportion of men and women receiving a bonus, and the proportion of men and women in each pay quartile are also reported as part of the requirements.

Key Findings

The council has seen a reduction in both the mean and median gender pay gaps between 2022 and 2023. There is now a negative gender pay gap, which means that women earn more than men on average.

- The mean gender pay gap is **-7.8 %**. This has **decreased** from 2023, when it was **0.7%**
- The median gender pay gap is **- 3.0 %**. This has **decreased** from 2023, when it was **0%**
- Dividing our workforce into four equal-sized pay groups, based on an hourly pay rate, shows that women outnumber men in the Upper, Lower and Lower Middle Upper, Lower and Lower Middle pay quartiles. Men outnumber women in Men outnumber women in the Upper Middle pay quartile. Whilst the Upper Middle pay quartile.
- Whilst the council does not pay performance-related bonuses, for the purpose of reporting requirements on bonus payments, we are required to include long-term service awards as part of these. These are small sums (up to £750) where the sole criterion for receipt is length of service. In 2023, the percentage of men receiving a long-term service award bonus was **2.1% and** the percentage of women receiving a long-term service award bonus was **4.9%**. The mean bonus gap was 10% and the median bonus gap was 0%

Gender Pay Gap Yearly Comparison Chart 2017-2023

The table below shows the reported gender pay gap figures for Slough Borough Council since the reporting regulations came into place in 2017. In 2020, the reporting requirement was suspended due to the COVID Pandemic, however the council did submit for this year. Whilst the council has consistently reported a lower-than-average GPG (and in some years a negative gender pay gap), figures do fluctuate year on year. This is largely due to structural changes in the workforce and the impacts of organisational change.

In 2022, the average median gender pay gap (all sectors) reported by eligible employers was 9.4%. 79% of employers paid men more than women. 13% reported a negative gender pay gap. Analysis of 2023 reported figures will be available later in the year.

SBC Gender Pay Gap	2017	2018	2019	2020	2021	2022	2023
Mean	12.5%	4.7%	3.1%	10.0%	0.9%	0.7%	-7.8%
Median	12.5%	-6.4%	-2.8%	-3.1%	3.8%	0.0%	-3.0%
% male bonus	0.6%	0.0%	1.2%	0.9%	2.2%	0.0%	2.1%
% female bonus	0.6%	1.4%	1.6%	2.3%	3.2%	1.65%	4.9%
Mean bonus pay gap	25.0%	0.0%	2.8%	-12.5%	35.8%	0.0%	10.0%

Median bonus pay gap	25.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%
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What factors can influence the Gender Pay Gap?

- The overall gender composition of a workforce is a key component. More importantly, though, is the gender composition of different pay levels: this is often related to the type of work that an employee does, with some sectors being dominated by one gender.
- Women continue to make up the majority of employees working part-time; part-time working is much more prevalent in lower and lower - middle pay grades and is less common at higher pay grade positions. Part-time workers tend to have a lower hourly median pay rate.
- Occupational segregation by gender is persistent in some service sectors, with low paying sectors (such as front-line caring roles) tending to employ more women and higher-paying sectors (such as Planning, Highways, Engineering etc.) tending to employ more men.
- Generally, women continue to be more likely than men to take periods of unpaid leave or experience time away from the workforce entirely. This is often due to caring responsibilities.

The on-going impact of Organisational Change on Gender Pay Gap at SBC:

- In any organisation, the pay gap is most influenced year on year by structural movement in the workforce. This can cause significant changes to both the median and mean gender pay gaps. The council continues to go through substantial changes that

have, most recently, particularly impacted on the most senior levels of the workforce.

- The mean average pay gap is heavily influenced by outliers at either end of the salary distribution and the movement of a small number of individuals can cause a significant shift. Following a restructure in the Corporate Leadership Team, by March 2023, several permanent appointments at senior executive level were made to women.
- The council continues to have a high level of interim and agency staff (c. 25 % of the workforce), who are not included in the GPG figures as they are outside of the reporting regulations. There has generally been a higher prevalence of men in the more senior interim roles (especially Finance and IT). As these positions are gradually replaced by permanent staff (depending on the gender of those appointed) the mean will continue to fluctuate.
- It is now widely acknowledged that the median is a more reflective average measure, as it removes the larger fluctuations associated with the mean. The council has reported a negative median gender pay gap (-3%) for the fourth time since reporting began. This is reflective of the composition of the pay quartiles, and the wide range of job roles available at the council, the majority of which fall under the Senior Management Pay grades. However, it again should be noted that as we embark on a considerable expansion of senior roles throughout 2024, this will continue to fluctuate.

Gender Equality Priorities

Whilst we are currently reporting a negative gender pay gap, we recognise that it is vital to not be complacent, particularly as we are still undergoing significant structural changes as we continue our recovery journey. In addition to having vigorous job evaluation processes and a transparent pay system for all positions, we undertake a range of activities to support gender equality in our workforce:

Throughout 2023 we have:

- Developed a thriving SBC Women's Network, which engages with HR and the senior leadership team to ensure women's voices in the organisation are heard and issues discussed. The network reviews HR policies and procedures, organises events and talks, and provides a safe space for colleagues to come together and discuss issues that affect them in the workplace.
- Launched the Menopause Cafe. Supported by the Women's Network, this informal group meets bi-monthly to raise awareness of the impacts of menopause in the workplace and provides peer-led support.
- Held an initial Carer's Cafe, to support all colleagues who have caring responsibilities, and hope to develop this further in 2024.
- Continued to update our HR policies and procedures to ensure they are fully inclusive and support gender equality, including a new Hybrid Working Policy and Flexible Working Policy.

- Reviewed and completely re-designed our recruitment practices to ensure that job descriptions, adverts and recruitment processes support applications from under-represented groups, including women. The implementation of the TALOS applicant tracking system will also support better equality monitoring of job applicants throughout the recruitment cycle.

Key Activities for 2024 will be to:

- Continue to develop HR and recruitment data reporting processes and analytics, which we will use to support evidence-based interventions that promote inclusion in the workforce.
- Expand and improve the level of data we present in the Annual Workforce Equality Data Report, so we are transparent about workforce equality, including gender equality.
- Develop a specific workforce equality objective around building a diverse workforce that is representative of our local communities and improve collection of employee equalities data and use of HR data.
- Support the development of the SBC Women's Network, Menopause Cafe, Carer's Cafe and other staff network groups and ensure they are part of the culture-change and recovery process of the council.
- Ensure HR policies are routinely updated, inclusive and monitored effectively to support equality in the workplace.

- Conduct Equality Impact Assessments on all staff restructuring that is the result of organisational change.

More Information:

- Progress with Equality, Diversity and Inclusion in the workplace, including Gender Pay Gap, Workforce Equality Data and HR policies are monitored by the council's Employment Committee. Details of Upcoming meetings, agenda and reports can be viewed here: [SBC Employment Committee](#)
- General information on Equality, Diversity and Inclusion at SBC, including Workforce Reports and previous Gender Pay Gap reports can be found here: [Equality and Diversity Information](#)

Mean and Median Pay Gap – Hourly Rates Pay Quartiles

2023 Mean Pay Gap -7.8%

(decreased by 8.5 % from 2022)



£ 17.41 Average Hourly Rate



£ 16.15 Average Hourly Rate



2023 Median Pay Gap -3.0%

(decreased by 3.0% from 2022)



£ 16.63 Average Hourly Rate



£ 16.14 Average Hourly Rate



Pay Quartile by Gender



