



Telford & Wrekin
Co-operative Council

Protect, care and invest
to create a better borough

Telford & Wrekin Council

Gender Pay Gap Report

31st March 2022

Gender Pay Gap Report

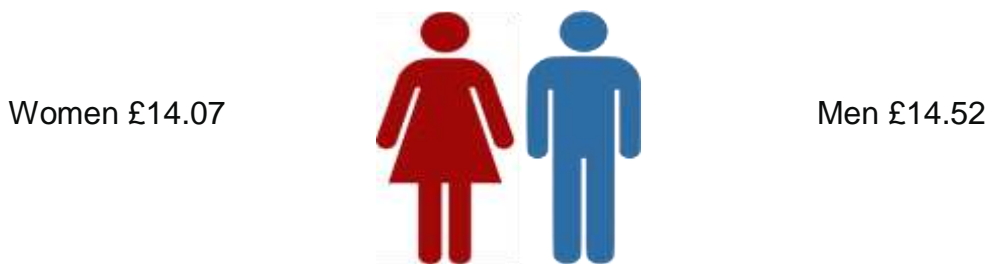
Telford & Wrekin Council: Gender Pay Gap Information

All employees are paid the same rates of pay for jobs rated similar under the Council's job evaluation scheme. The gender pay gap is a measure of any disparity in pay between the average earnings of males and females.

The tables below give information at the snapshot date of 31st March 2022.

Mean hourly rate

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.



Women's **mean** hourly rate is **3.1% lower** than men's

Median hourly rate

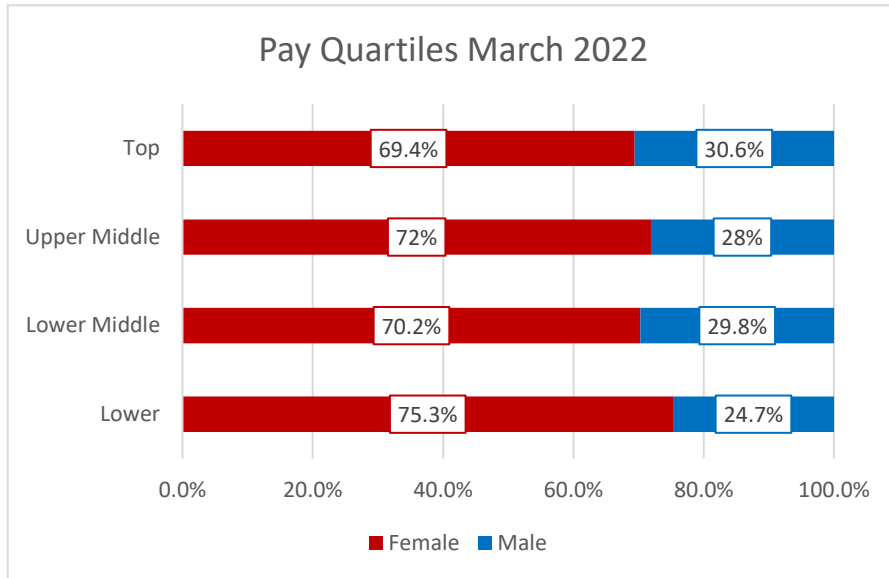
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).



Women's **median** hourly rate is **3.9% lower** than men's

Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.



A 'Golden Hello' scheme is used to attract and retain experienced children's social workers. This payment is open to both men and women when they join the Council. In this year all the experienced children's social workers who joined the Council were women, this meant that 0.3% of women received this golden hello whilst no men received a golden hello as no men joined in this role during the period.

Working towards closing the gap

Factors affecting the gap

There are a number of factors that influence the reason for a gender pay gap, which include:

- Part time working: national statistics show that both men and women who work part-time earn less per hour than full time workers. A higher proportion of women tend to work part time.
- Type of work: women tend to work in occupations which offer lower salaries such as administration, catering, cleaning and caring roles.
- Caring responsibilities: having and caring for children may lead to more women than men taking time out of the labour market to raise children. Having children may also change work / life balance commitments with greater focus on flexible working and / or working from home.

Closing the gap

Telford & Wrekin Council is committed to promoting equality of opportunity for all and this is set out in our Employment Equality Promise. This applies to both attracting candidates to the Council and in retaining and developing employees.

The Council has many jobs that have traditionally attracted female employees. These include roles in administration, caring, catering and cleaning which are at the lower end of the pay scale. For some time the Council has paid the “Real Living Wage” which benefits employees who are in roles paid at the lower end of our pay scales. In addition the breadth of services the Council offers provides a wide variety of roles that are attractive to women, including higher paid professional and senior management roles.

Development opportunities are available to all employees and we encourage everyone to develop their knowledge and skills to be able to progress to higher paid roles and develop their careers. Our learning and development opportunities include an on-line learning system which can be accessed flexibly in addition to more traditional development courses. We also promote opportunities for coaching and mentoring to provide one to one development tailored to individuals development needs.

The Council also provides regular opportunities for one-to-one discussions between managers and their employees in addition to an annual personal and professional development discussion. Through these regular conversations, employees are able to understand the standards we expect of them and are encouraged to continually develop themselves with the support of their line manager and the organisation.

As an employer, we recognise the need to create opportunities for all employees to have greater choice and control over balancing their working patterns and their personal commitments. Our flexible working package offers a variety of options for working in a flexible way, including part-time and term-time working, purchasing of additional annual leave and sabbaticals. We have also moved to hybrid working model which involves a blended approach of home and office working.

The Council understands that many of our employees have caring responsibilities and has signed up to the Carer Friendly Employer Pledge to demonstrate our commitment to supporting employees who are also carers. We recognise that employees with caring responsibilities need to be flexible and available to meet the needs of the people they are caring for. In addition, we provide a Foster Friendly offer which provides time off and support for employees who are foster carers.

Our employment policies and guidance are reviewed regularly, in line with equality legislation and best practice, in order to continue to seek opportunities to close the gender pay gap.