

Perth and Kinross Council

Pay Gap Report 2023

Introduction

This report covers the following topics :

- Gender Pay Gap – Basic and Total Pay Gaps, Occupational Segregation
- Ethnicity and Disability Basic Pay Gaps
- Future Actions

The pay gap calculations were carried out in June 2023 as part of our equal pay audit.

Note : the Teachers Pay Award effective from April 2022 was not implemented until April 2024 therefore has not been included in the calculations.

Gender Pay Gap

The figures are based on the total number of contracts which were held by males and females as at 31 March 2023. Table 1 below shows the gender contract split for Perth & Kinross Council overall, then split by service condition.

Table 1 : Gender Split of Employment Contracts

	Male	Female
Total PKC Contract Count	25%	75%
Single Status	27%	73%
Teachers	20%	80%
Craft	100%	0%
Chief Officers	42%	58%

Basic Gender Pay Gap

The Improvement Service introduced a Gender Equality Indicator in 2016/17 which reports on the gender pay gap in Scottish Councils. This is calculated based on average (mean) hourly rates of pay and does not include any additional payments such as overtime and takes into account differences in the standard working week. Pay gaps in favour of females are shown as a negative percentage.

Table 2 : 2023 Basic Pay Gap (Mean) by Staff Group and Overall

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Single Status	11.9%	11.0%	12.8%	12.1%	11.3%	10.8%	9.7%	9.2%
Teachers	3.1%	2.4%	2.8%	4.0%	2.9%	2.6%	2.6%	2.6%
Craft	-2.6%	-14.2%	-2.1%	-1.8%	-2.9%	-3.5%	-2.4%	- *
Chief Officers	1.7%	-2.4%	-2.4%	-6.2%	-0.1%	-4.0%	-4.0%	-4.1%
All Staff	0.4%	-0.7%	0.7%	0.7%	-0.7%	-1.2%	-1.1%	-0.3%

**indicates no pay gaps as there are no female craft employees*

Overall the average hourly rate for males is £21.28 whilst females is £21.34 resulting in a difference of 6p in favour of females.

The median basic pay gap which measures the mid-point of hourly rates paid to males (£18.01) and females (£16.91) is 6% in favour of men. This figure has been consistent since measurement first began in 2018/19.

Information has also been reviewed to compare the part time and full time gender basic pay gaps :

	Average (mean) Pay Gap	Median Pay Gap
Full Time Employees	-12.4%	-16.4%
Part Time Employees	7.7%	9%

Total Gender Pay Gap

Total pay is average full time equivalent salary plus other payments including shift allowance, night allowance, overtime, call out, premium payments for public holiday working, standby payments and temporary higher duty payments/ acting up allowances.

Table 3 : Total Pay Gap (Mean) by Staff Group and Overall

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Single Status	13.4%	12.8%	14.3%	13.9%	13.2%	12.6%	11.8%	10.9%
Teachers	3.3%	2.7%	2.5%	3.4%	2.5%	2.3%	2.3%	2.5%
Craft	2.5%	-14.9%	2.7%	3.4%	4.8%	1.5%	4.2%	-
Chief Officers	1.7%	-2.4%	-2.4%	-6.7%	-1.1%	-4.2%	-5.3%	-5.3%
All Staff	6.7%	5.8%	6.8%	6.7%	5.3%	4.7%	4.8%	4.7%

Pay gaps in favour of females are shown as a negative percentage

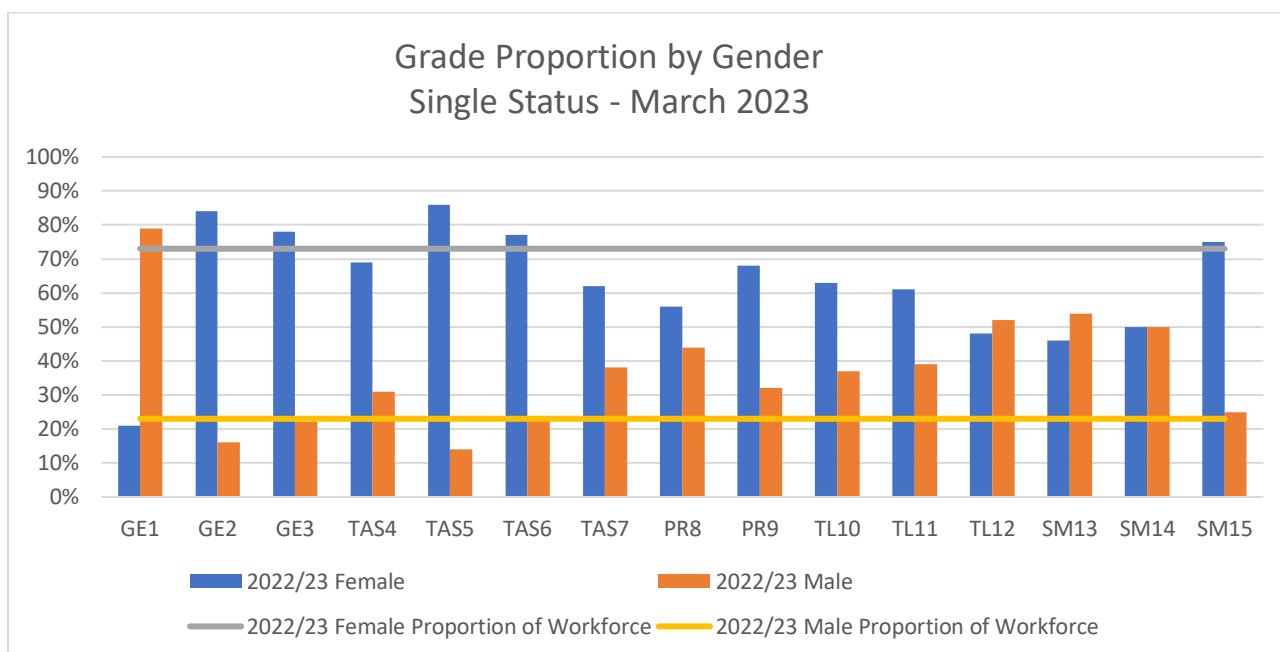
Overtime accounts for 49% of total additional pay enhancements which is 2% more than last year and 60% of use was by females and 40% by males which is a significant difference from last year (29% females/ 71% males). This has contributed to the reduction in the total pay gap from 4.8 to 4.7%.

Part time additional hours (paid at an unenhanced rate) accounts for 20% of additional pay elements and continue to be predominately undertaken by females (89% female/ 11% males) which is reflective of the fact that the majority of part time contracts are held by females.

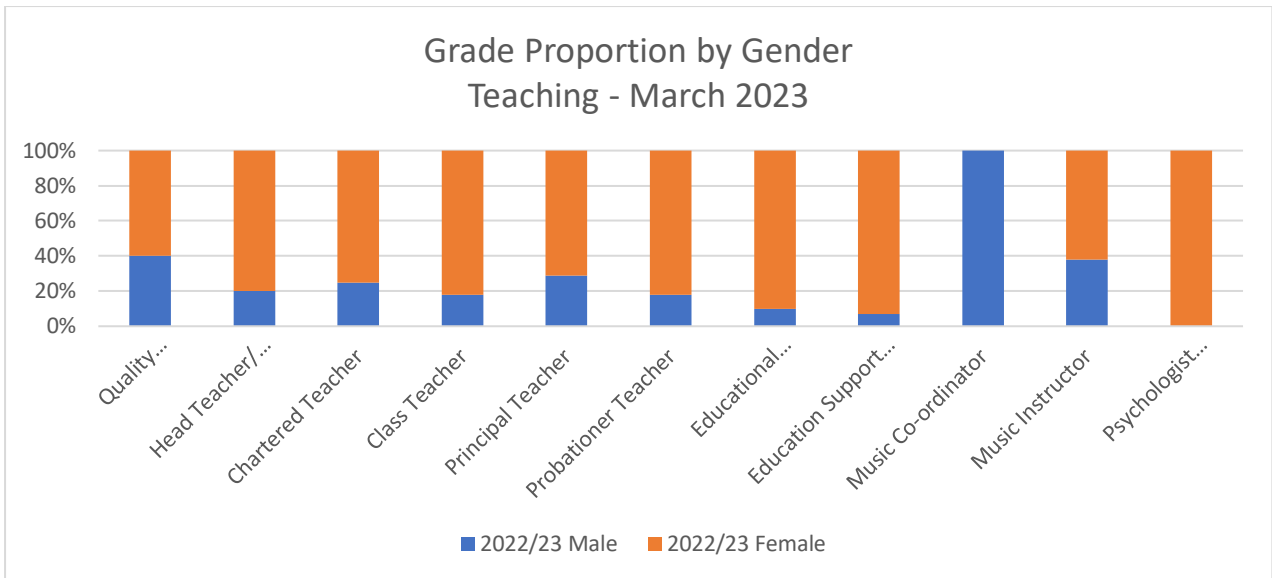
Occupational Segregation

Horizontal occupational segregation occurs when there is disproportionately high number of one gender by grade as compared to the overall gender workforce profile. Vertical occupational segregation refers to when there are clusters of one gender in a role, for example caring roles are typically carried out by females and engineering roles are typically carried out by males.

Placement on salaries within each grade is determined by time in post and, as a result, after a set period all staff in a grade are paid at the same rate therefore the overall average hourly rate (and therefore the resultant pay gap) is most heavily influenced by the distribution of males and females across grades. There are different grading structures within the organisation with the significant majority of staff being in the Single Status or Teaching grades; the distribution across grades for these are shown below.



Consistent with previous years there is a higher proportion of females in lower grades and a higher proportion of males in higher grades when compared to the overall gender workforce profile of 27% male and 73% female.



Among Teaching grades we can see that there are significantly fewer males than females indicating an area of horizontal occupational segregation. Other known areas of horizontal segregation are social care (female), engineering (male), environment services (male) and administration (female). These are reflective of the position in the wider society and will take time to address. We are committed to tackling gender-based occupational segregation both horizontally and vertically across the Council and providing an environment that promotes equality of opportunity. Work is ongoing to promote all our vacancies to all under-represented groups and initiatives such as our Modern and Graduate Apprenticeship programmes are actively promoted on this basis.

Disability and Ethnicity Pay Gaps

The information held regarding the disability status and ethnicity of our employees is provided voluntarily. There are regular initiatives to remind employees to provide this information explaining why it is important and how it is used however there are gaps in the data available which does impact on the accuracy of the figures produced.

Disability pay gap has increased from 4.0% to 10.7%.

Average Hourly Rate = Disabled: £19.08 Non Disabled: £21.38*

*This figure includes employees who have stated they are not disabled but also those who have chosen not to disclose this information. The pay gap excluding employees who have not responded would be 11.2% in favour of those who self-identify as non-disabled.

The increase in the disability pay gap is a result of the following factors:

- the reduced number of teaching staff, who have a higher hourly rate, disclosing a disability
- the increase in average hourly rate for those who either self-identify as non-disabled or unknown (from £19.91 last year to £21.38 this year, difference of £1.47)
- the reduction in the average hourly rate for those who self-identify as disabled (£19.11 last year to £19.08 this year, 3p less).

Ethnicity pay gap has decreased from 19.7% to 12.6%.

Average Hourly Rate = BME: £18.78 White (inc not disclosed): £21.48*

*This figure makes a comparison between white and non-white employees; the data attributed to the white category includes employees who are white but also includes employees who prefer not to answer or have not disclosed. The pay gap when excluding the 752 employees who have not provided a response would be 36.6%.

The decrease in the pay gap is a result of the following factors:

- Changes in the number and position of disclosures : an increase of 48 additional Single Status and 5 BME Teachers, increase of 35 employees identifying as White and a decrease of 6 unknown/not disclosed/prefer not to answer records.
- An increase in the average hourly rate for BME employees from £16.06 in 2022 to £18.78 in 2023. This is a result of the numbers being employed in roles with higher hourly average rates including an average hourly rate of £29.18 for the majority of new teaching employees.

Action Plan

Aim	Action	Responsible	Delivery
Improve quality of data	Continue to encourage employees to complete the voluntary equalities data	Human Resources Manager	Quarterly communication activity
Improve understanding of the pay position	Undertake more detailed analysis of the impact of part time and full time contracts on hourly rates and gender pay gap	Human Resources Manager	Annual – at the time of the Equal Pay Audit (May 2024)
	Undertake further analysis of occupational segregation to understand the impact on the gender, ethnicity and disability pay gaps	Human Resources Manager	Annual – at the time of the Equal Pay Audit (May 2024)
Positively impact the gender pay gap	<p>Work with Organisational Development colleagues to develop programmes that will provide women with support to develop their careers e.g. gender specific mentoring programmes, targeted training in areas of occupational segregation.</p> <p>Review current advertising strategy to encourage greater numbers of applications from women in non-traditional areas.</p>	Human Resources Manager/ Organisational Development	March 2024 and on-going
Positively impact the ethnicity pay gap	Work with our Belong Staff Network to develop our internal and external recruitment and employment practices supporting	Human Resources Manager	March 2024 and on-going

	<p>applicants and existing employees in line with guidance such as the Scottish Government Minority Ethnic Recruitment Toolkit</p> <p>Review current advertising strategy to ensure that there is fair and adequate reach.</p>		
Positively impact the disability pay gap	<p>Work with the disABILITY Staff Network in developing our policies and practice in line with our Disability Confident Leader status.</p> <p>Implement the findings of the Workplace Equality Fund project being delivered by Perth Autism Support to develop our recruitment and employment practices.</p> <p>Review current advertising strategy to ensure that there is fair and adequate reach.</p>	Human Resources Manager	March 2024 and on-going