

MERTHYR TYDFIL COUNTY
BOROUGH COUNCIL



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL

MERTHYR TYDFIL
County Borough Council

**GENDER PAY GAP
STATEMENT
2022**

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FOREWORD

Merthyr Tydfil County Borough Council (MTCBC) is a large employer with over 2,500 employees and operates within the public sector, and as such is required to report on its gender pay gap and gender bonus gap.

The gender pay gap is an equality measure to show the difference in earning between women and men.

As of 22nd February 2023, the UK gender pay gap is at its lowest level ever, just over 7%.

The gender pay gap does not show the difference in pay for comparable jobs, unequal pay has been illegal since the introduction of the Equal Pay Act 1970.

Merthyr Tydfil County Borough Council operates the GLPC Job Evaluation Scheme, which ensures pay and grading of job is fair and non-discriminatory.

In line with Government requirements, Merthyr Tydfil County Borough Council must calculate and report these gender pay gap figures:

1. percentage of men and women in each hourly pay quarter
2. mean (average) gender pay gap using hourly pay
3. median gender pay gap using hourly pay
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median gender pay gap using bonus pay

Source: <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

EMPLOYEES PER QUARTILES

MTCBC Gender Pay Gap – Snapshot 31st March 2022

As of 31st March 2022, Merthyr Tydfil County borough Council had a total of 1252 relevant employees to report.

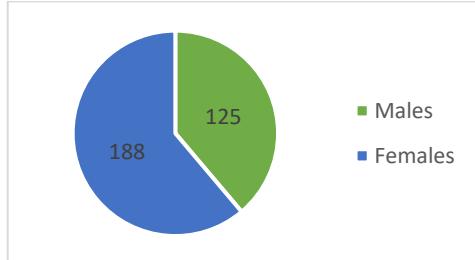
These employees were sorted highest to lowest by hourly pay into quartiles; meaning there were 313 employees per quartile, this equates to 1 employees, so 1 employee will be added to the **lower hourly pay quarter** as per Gov guidance.

- upper hourly pay quarter (**313** employees)
- upper middle hourly pay quarter (**313** employees)
- lower middle hourly pay quarter (**313** employees)
- lower hourly pay quarter (**313** employees)

PERCENTAGE OF MALES & FEMALES PER QUARTILE

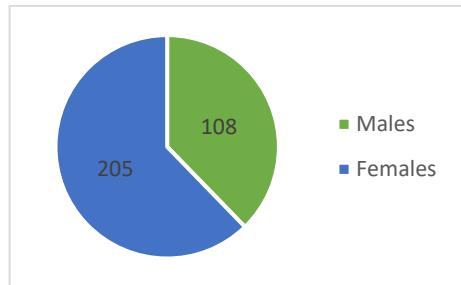
The breakdown of employees by gender are as follows:

- **upper hourly pay quarter (313 employees)**



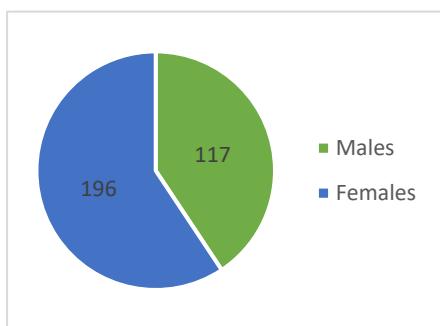
125 Male employees (39.5%)
188 Female employees (60.5%)

- **upper middle hourly pay quarter (313 employees)**



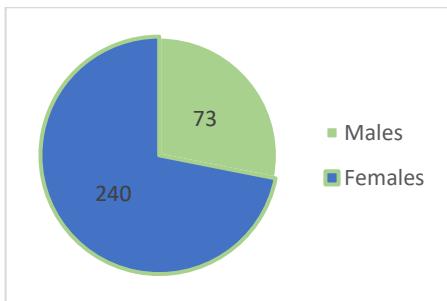
108 Male employees (34.2%)
205 Female employees (65.8%)

- **lower middle hourly pay quarter (313 employees)**



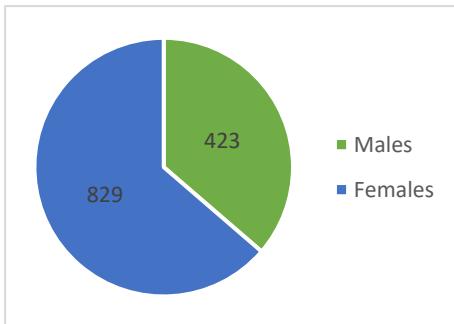
117 Male employees (37.1%)
196 Female employees (62.9%)

- lower hourly pay quarter (313 employees)



73 Male employees (23.2%)
240 Female employees (76.8%)

Total breakdown = 1252 records



423 male employees (33.8%)
829 female employees (66.2%)

THE MEAN (AVERAGE) GENDER PAY GAP USING HOURLY PAY

Calculate the mean (average) hourly pay for men

Total males = **423**

Total hourly rate of males = **£6407.64**

$$\frac{6407.64}{423} = \mathbf{£15.14}$$

Calculate the mean (average) hourly pay for women

Total females = **829**

Total hourly rate of females = **£11685.30**

$$\frac{11685.30}{829} = \mathbf{£14.10}$$

The difference between the average hourly rates would be £1.04 (£15.14 minus £14.10)

So for every £1.00 a man earns, a woman is paid £0.93 (93% of £1)

The average hourly rate is 7% lower than the average hourly rate for men ($1.04/15.10 \times 100$)

The average hourly rate for women is 93% of the average hourly rate for men

$14.10/15.14 \times 100 = 93\%$

THE MEDIAN GENDER PAY GAP USING HOURLY PAY

The median hourly rate for men = **£12.92**

The median hourly rate for women = **£12.92**

5.3 The median gender pay gap using hourly pay

$$12.92 - \frac{12.92}{12.92} * 100 = 0\%$$

By using this median, men at Merthyr Tydfil County Borough Council are paid 0% more than women, which means every £1 a man earns, a woman will earn £1.

THE GENDER BONUS PAY GAP

At Merthyr Tydfil County Borough Council, there is no operation of bonus payments or performance related pay. In line with.gov guidance, bonus pay for the purpose of the Gender Pay Gap calculations, the following are excluded from the bonus pay gap:

- overtime pay
- pay related to overtime pay (unless annual leave has been accrued)
- redundancy pay
- pay related to termination of employment
- pay in lieu of annual leave
- loan schemes provided by the employer
- benefits in kind
- bonuses awarded that haven't been paid out in during the 12 month period that ends on your snapshot date

In line with this, there is no figure to report for Merthyr Tydfil County Borough Council for the Bonus Pay Gap.

ORGANISATIONAL CONTEXT

The data shows that there are significantly more women than men occupying posts in every quartile.

We are confident that our Mean Gender Pay Gap does not stem from paying male and female employees differently for the same or equivalent work. The gender pay gap is the result of roles in which males and females currently work and the salaries these roles attract.

Our gender pay gap is reflective of the causes being at a societal level. Research shows that caring responsibilities and part time jobs continue to be shared/occupied unequally and that it is women who are predominantly drawn to part time jobs.

The opportunity to work part time in all other posts across the Council's structure, is supported by an array of family friendly policies that offer men and women the opportunity to find a balance between work, leisure, family and caring responsibilities.

Flexible working and agile working methodologies are intrinsic in supporting the reduction of the gender pay gap. The Council offers numerous benefits aimed at making it easier for employees to balance home and work life commitments including agile working opportunities, flexible working, home working, career breaks, adoption leave, carers leave, a flexible working hours scheme, job share, parental, shared parental and paternity leave, part time working, and term time only working opportunities.

Whilst over a number of years, men have become more interested in/ attracted to these policies, it remains the case that far more women than men have taken up the opportunities that these policies present. Whilst the Council continues to deliver diverse services with a very high concentration of part time posts in the lower earnings quartile, the opportunity to close our gender pay gap will be limited based on the pure number of women that currently occupy and continue to be attracted to these posts.

ADDRESSING THE GAP

The Council is transparently opposed to discrimination in any form and our Elected Members and employees work to ensure that everyone in the communities we serve have access to and benefit from the full range of services, regardless of their individual circumstances or backgrounds. The Council is committed to doing all that it can to respect the diverse nature of those who live in, work in and visit the County Borough.

The different areas covered by the Council's legal requirements, called "protected characteristics" which include gender and other, wider equalities, human rights and language strands are covered in detail in the Council's Strategic Equality Plan [MTCBC Strategic Equality Plan 2020-2024](#).

The Council has developed and will continue to develop policies, procedures and programmes of action to meet its legal and moral obligations in the area of equal opportunities and is committed to equal opportunities in all aspects of employment.

The Council takes positive steps to reduce any disadvantage experienced by all individuals and groups. It recognises that equalities contribute to the most effective utilisation of employee skills and abilities.

We have invested heavily in creating a non-discriminatory, transparent pay and grading structure and conditions of service that fully comply with the Equal Pay Act and any other anti-discriminatory legislation. In support of some of our lowest paid members of staff across all directorates, we pay our workforce above the living wage foundation minimum hourly rate of pay, which was £10.90 per hour on 31 March 2023.

We are committed to ensuring equality of opportunity in all aspects of employment and service delivery as outlined in our Strategic Equality Plan and recognise that people have different needs, requirements and goals. The Council works actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We are committed to developing a healthy organisation, one which provides an environment that nurtures employees, provides opportunity for personal and professional development and recognises excellence.

We truly value our workforce and we put equality, inclusion and well-being at the very heart of everything we do. We continue to champion diversity and challenge conscious and unconscious bias in our decision making and we will strive to ensure all tiers are fairly represented across the organisation.

CONTACT INFORMATION

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