

# Lincolnshire County Council

## Gender Pay Gap

### Result Gender Gap Calculations at 31<sup>st</sup> March 2018

Lincolnshire Council had 4873 employees in scope for the gender pay gap exercise.

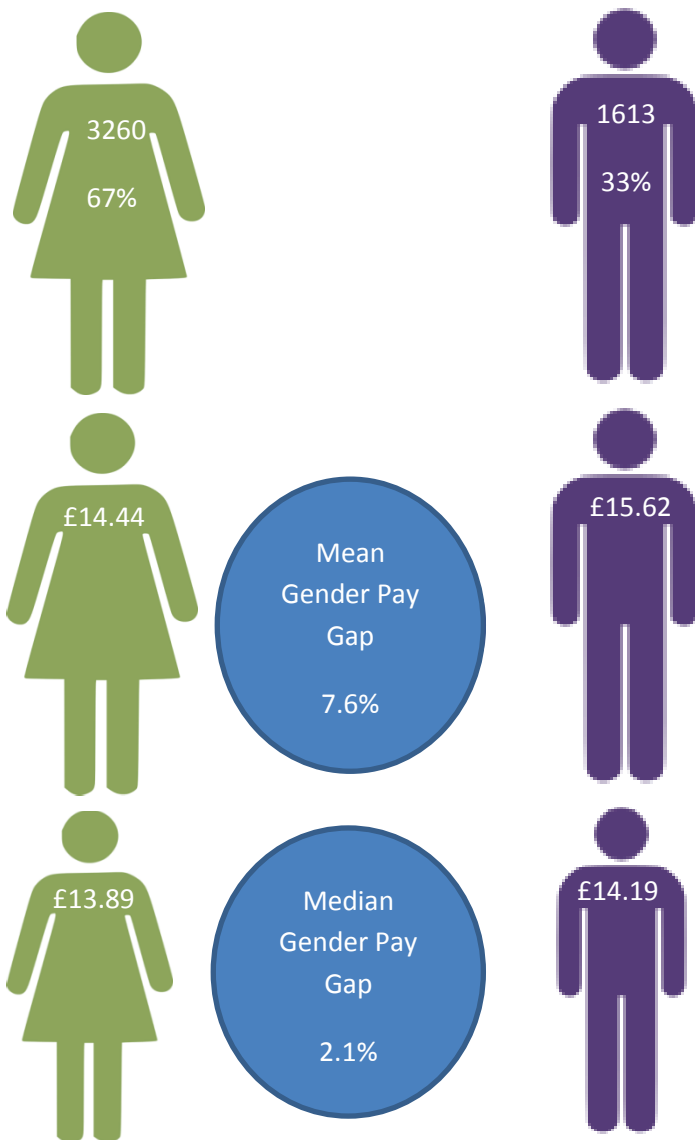
In 2018 67% of the Council's workforce was female and 33% male

The mean gender pay gap shows the difference between the mean hourly rate of pay for males and females within the Council.

The mean gender pay gap for 2018 is 7.6%, this is an improvement of 3.5% from 2017

The median gender pay gap shows the difference between the median hourly rate of pay for males and females within the Council.

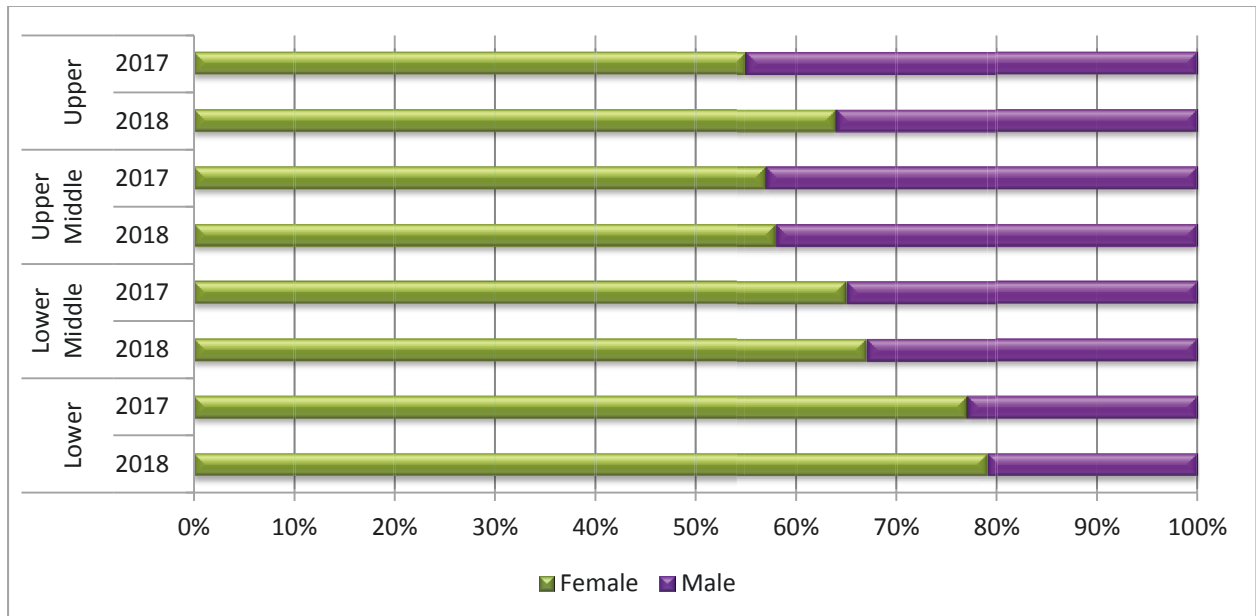
The median gender pay gap for 2018 was 2.1%, this was an improvement of 11.2% from 2017.



Lincolnshire County Council has no bonus payments for 2018 that fall in the gender pay gap category.

## Additional information

This graph below shows the pay split by percentiles. This shows that there has been the most significant increase in the % of females within the upper quartile from 2017 to 2018, with a slight increase in all other quartiles.



### The actions which may have contributed to this improvement are:

- Promotion of employee benefits including flexible leave. We are aware from staff survey that this is highly valued in our workforce, especially for carers.
- Secondments and acting up opportunities, giving women the chance to act up and gain experience and confidence to apply for permanent roles in senior jobs.
- Leadership Development Programmes running for the last 6 years targeted at different levels of leadership across the organisation, enabling internal progression.
- Bespoke career development programmes such as Bridging the Gap and Career Panels in Children's Social Care.
- Unconscious bias training for managers on interview panels.
- Notable increase in females in Senior Management Teams, particularly within Children's Services and in Adult Care and Community Wellbeing.
- An increased take up of purchase of additional annual leave which is particularly attractive to females with a higher burden of caring responsibilities. This, coupled with flexible working is seen as a benefit that assists staff retention and enables women to return after maternity leave.
- The transfer in of the Children's Health Services from the NHS, which was mainly female employees in the higher quartiles.
- Embedding LCC's Core Values and Behaviours which are designed to provide a supportive environment.

## **2019 Action Plan for Lincolnshire County Council to further address the pay gap**

1. Promote the improvements in the Gender Pay Gap and how low it is compared to other employers. (There is evidence that this is something that female applicants are interested in when looking to apply for a vacancy.)
2. Continue to review flexible working policies and have senior leaders and manager's act as role models. Promote arrangements that are in place such as use of paternity and parental leave, part time working and job share by using case studies.
3. Raise the profile of the recruitment and equal opportunities policies which provide support for progression of all staff regardless of gender and ethnicity.
4. Unconscious Bias training to be part of recruitment training and review adverts for gender neutral language.
5. Review distribution of performance ratings between men and women when the appraisal data is collected in 2019.
6. Raise profile of the mentoring pilot, and consider introducing mentoring to support progression into management and for returners from long periods of family leave such as maternity and adoption leave.
7. Provide data to Directorate Management Teams on gender quarterly for discussion on performance and to identify and progress any specific actions.