

# GENDER PAY GAP 2020-21

Snapshot date 31 March 2021

**OUR GENDER  
PAY GAP IS  
ONE OF THE  
LOWEST FOR  
COUNTY  
COUNCILS  
OF OUR SIZE**

This document covers the Essex County Council Gender Pay Gap reporting for 2021/22. Like most comparable local authorities, our workforce is made up of mainly female employees, representing 74% of our overall workforce.

# INTRODUCTION

**The mean average Gender Pay Gap for 2021/22 is 9.0%** which represents a 0.3% decrease from last years report. The mean pay gap is the difference between the average hourly earnings of men and women.

**The median average Gender Pay Gap for 2021/22 is 11.5%** which represents a 1.7% increase from last years report.

Our Gender Pay Gap is still one of the lowest for county councils of our size, however our aim is to close the gap entirely. To understand how best to make improvements, we have worked with an external company of diversity and inclusion experts, INvolve. Details of what this report found can be seen in our last [report](#).

We have already taken steps to address the findings in the INvolve report. This includes:

- Recruiting a specialist role looking at Diversity and Inclusion across the councils workforce
- Putting in place a women in leadership programme which will be launching shortly
- Supporting activity across the council including amplifying voices and enabling our employee community networks

Further information on our gender profile as well as ongoing activity to help close our Gender Pay Gap follows in this document. I can confirm that the Gender Pay Gap reporting for Essex County Council has been completed following the department of equalities and associated guidance.



**Gavin Jones**  
Chief Executive



**Pam Parkes**  
Executive Director,  
People & Transformation

**HAVING A  
GENDER  
PAY GAP  
DOES NOT  
MEAN  
THERE IS  
AN EQUAL  
PAY ISSUE**

The Gender Pay Gap Reporting results for Essex County Council shows mixed results. The mean average for 2021 demonstrates that on average women earn 9.0% less than men. This is down from 9.3% in 2020. However the median average is 11.5%, this is up from 9.8% since 2020.

# 2021 RESULTS (AS AT 31 MARCH 2021)

It's important to note that having a gender pay gap does not mean there is an equal pay issue. Equal pay means that there should be no difference in the pay and contractual

terms of a woman and a man doing the same or similar work (or work of equal value) for the same employer. It is unlawful to pay people unequally because they are a man or a woman.

## Gender Pay Gap

Mean (average)		Median (middle)	
9.0%	↓ 0.3	11.5%	↑ 1.7

## Bonus Pay Gap\*

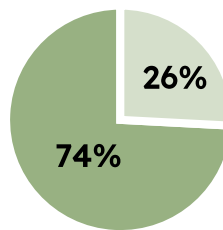
Mean (average)		Median (middle)	
N/A	N/A	N/A	N/A

## Proportion of Males and Females receiving a bonus payment\*

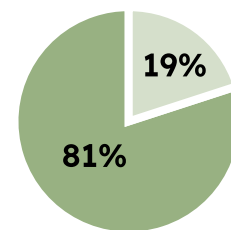
Male	Female
0%	0%

## Proportion of Males and Females in each quartile band

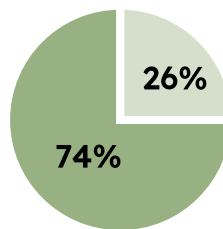
Male Female



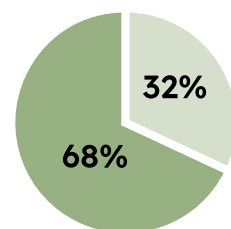
Lower quartile up to: **£11.75** per hour



Lower middle quartile: **£11.76 to £15.12** per hour



Upper middle quartile: **£15.13 to £21.37** per hour



Upper quartile from: **£21.38** per hour

# WORKFORCE ANALYSIS BY GRADE

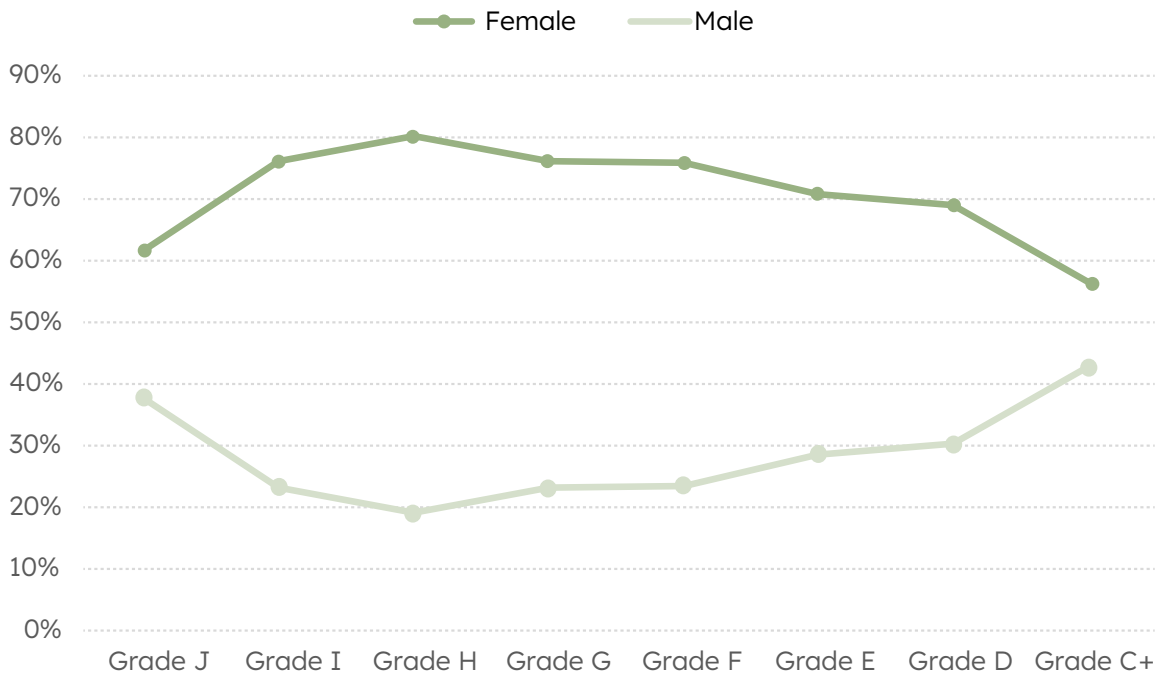
It's important to take into consideration the gender balance of the council. Overall, 74% of our employees are female, and each grade category is comprised of more female than male employees.

The Gender by grade category graph demonstrates that the volume of male employees increases to the more senior end of the grade categories. Although our workforce is comprised of more Women than Men, this in itself creates an imbalance.

The volume imbalances of male employees from "Grade J" category (earning on average around £16,500) to the "Grade C+" category (earning over £57,500) means that the average earnings for male employees are going to be higher.

It's important to stress however, that this does not equate to an equal pay issue at ECC (where men could be paid more than women for doing the same job).

**Gender Split of workforce by grade category (%)\***



Grade J salary from National Living Wage

Grade C+ salary from c. £57,500

\* Please note this incorporates over 95% of employees. The remaining proportion are on differing pay scales due to the nature of their roles, and it would not be possible to compare like for like and they are therefore excluded.

# WORK WE'RE DOING TO ADDRESS THE GAP

To help us bridge the gap, we have taken feedback from our recent review with inclusion and diversity experts INvolve, and have taken the following steps;

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**Recruited an E&I Lead to be responsible for leading the development of an Inclusion Strategy and underpinning workplan, involving existing employee networks and groups**

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**Ensured Equality & Inclusion is right at the heart of our new People Plan, specifically calling out 'our strength lies in diversity' as a focus theme**

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**Launched our Ways of Working programme, incorporating new hybrid workstyles to support a more flexible way of working (in location and timings), where possible**

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**Started our Return to Work Programmes, looking to encourage those who have had a career break to return to the world of work**

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**Led by employees, ECC's Women's Network has grown stronger, connecting everyone who identifies as female to share advice, experiences and information, helping make the most of their careers and work together to make positive changes.**

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The first step above is particularly key in ensuring we have the resource and expertise to lead us in the right direction, and once this position is established, we expect to develop an Inclusion Strategy and corresponding activity plan. We have seen that this approach has been successful before - since 2020 we have had a Wellbeing Lead, and have seen the positive impact this can bring, for example with ECC now being awarded the highest level within the Working Well accreditation.

Although we know that the above steps will not enact deep rooted change overnight, we are confident that these steps will help to drive us to successfully ensuring Diversity & Inclusion is at the heart of ECC.

# BACKGROUND

Having a gender pay gap does not mean there is an equal pay issue. Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing the same or similar work (or work of equal value) for the same employer. It is unlawful to pay people unequally because they are a man or a woman.

- Gender pay gap reporting requires organisations with 250 employees or more to report their pay gap
- There are six different measures with their own calculations
- A written statement, included in the introduction of this document, confirms the accuracy of the calculations as per the Equality Act (Gender Pay Gap information) regulations 2017
- The reported figures are based on a “Snapshot” date of the 31 March 2021 as per the Gender pay gap reporting requirements
- Public sector organisations must publish their report on the government website as well as their own website by 30 March 2022. The retention period for this report will be three years
- Agency workers and those contracted via third party’s are not included in the dataset. All other relevant employees are included.
- The definition and calculations required (which we have followed) can be found at [www.gov.uk/guidance/gender-pay-gap-reporting-guidance](https://www.gov.uk/guidance/gender-pay-gap-reporting-guidance)



This information is issued by:  
Essex County Council  
People & Transformation

Contact us:  
[servicecentre@essex.gov.uk](mailto:servicecentre@essex.gov.uk)>  
**03330 135888**

People & Transformation  
Essex County Council  
County Hall, Chelmsford  
Essex, CM1 1QH

 Essex\_CC  
 [facebook.com/essexcountycouncil](https://facebook.com/essexcountycouncil)

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