

# GENDER PAY GAP

**2023 REPORT**

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## FOREWORD

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**This year, we've embarked on a journey to reset our strategic direction, building on what we have achieved over the last 10 years through 'The Deal' and taking significant steps forward in our commitment to creating a thriving and inclusive borough.**

We still have lots to do to make sure we continue to deliver services in the best way for our residents, partners and businesses. We're working to strengthen, reinforce and adapt our approach to create a refreshed movement for change across the borough that will be as impactful for this next decade.

Our approach to community health & wealth building, citizen engagement & a relentless focus on reducing inequalities will be deeper components on our new era.

I am passionate about tackling the inequalities we face across Wigan Borough, and gender equality is something I care deeply about. I am dedicated to inspiring the next female generation and I'm so proud that we continue to have a minimal pay gap between male and female employees at Wigan Council. We have a higher percentage of female staff working at Wigan Council which is representative of the residents of the borough.

As an organisation, we are committed to celebrating diversity and promoting equality and there's so much work going on to drive inclusion across the council.

We're working with local community partners, Everything Human Rights and Happy Smiles, to co-design new equality, diversity and inclusion training which will be launched in early 2024, supporting our managers across Team Wigan to understand equality, diversity and inclusion, and the important role we all play to support residents and provide the best possible services we can.

Alongside this, we've been supporting and empowering the development of a thriving community of staff networks and peer groups to utilise individuals' lived experiences to raise awareness and bring lasting change and value to the organisation. Through our staff networks, we can connect with staff to recognise individual needs and learn from lived experience, ensuring future workforce priorities and plans are co-designed and drive forward inclusion. We have a growing women's network and menopause support group, as well as an LGBT+ network, and a network for staff experiencing racial inequalities.

I am honoured that we were named on the top 100 apprenticeship employer list for 2023 through our commitment to providing opportunities for young people as well as being named Council of the Year at the ASPE awards.

We have so much to celebrate and to look forward to. I am proud to work for such a fantastic council and together, we will continue to work alongside our communities to make Wigan Borough an amazing and inclusive place to live and work, building a better future.



**Alison Mckenzie-Folan**  
Chief Executive

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## INTRODUCTION

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Council salaries are determined through the Gauge job evaluation scheme for National Joint Council posts and through a local job evaluation scheme for Senior Manager posts. The Job Evaluation process evaluates the job rather than the individual. It makes no reference to gender or any other personal characteristics of existing or potential job holders. We also have a number of roles outside these grades that we have inherited during TUPE transfers and specialist roles which sit outside the remit of job evaluation for example Educational Psychologists on Soulbury terms and conditions and centrally employed Teachers. As an organisation the council is confident that we are paying the same salary to roles of equal value.

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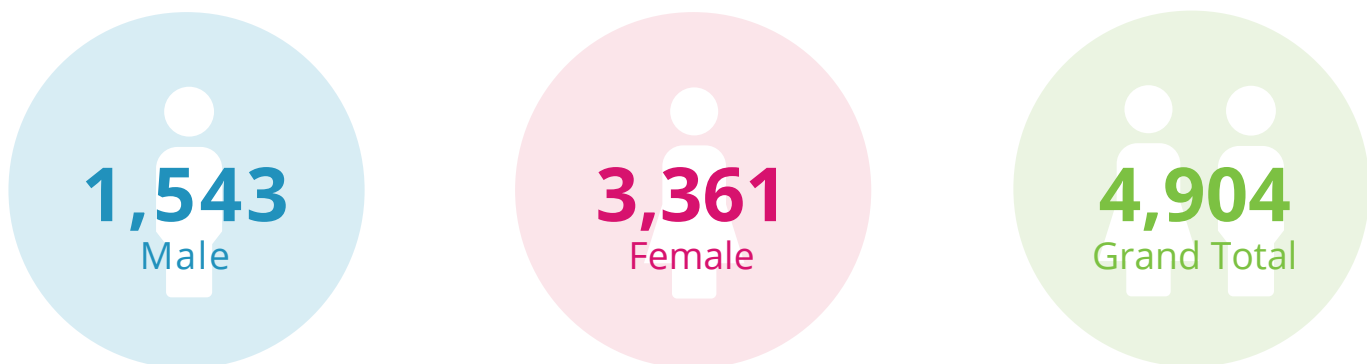
## OUR DATA

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The data included within our report represents the gender pay gap data for Wigan Council (excluding school) as of March 2023.

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## WORKFORCE GENDER BREAKDOWN



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## MEAN HOURLY RATE OF PAY

<b>MALE</b> £15.96	<b>FEMALE</b> £16.32	<b>NON-GENDER BIASED</b> £16.21	<b>GPG</b> -2.27%
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## MEDIAN HOURLY RATE OF PAY

<b>MALE</b> £14.29	<b>FEMALE</b> £14.70	<b>NON-GENDER BIASED</b> £14.70	<b>GPG</b> -2.87%
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## THE WIGAN GPG

As an organisation, our overall pay gap is positive. The mean pay gap currently stands at -2.27%, whilst we have a median gap of -2.87%

## BONUS

At the time of publishing this report in March 2024, Wigan Council does not operate any bonus schemes.

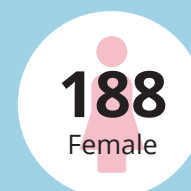
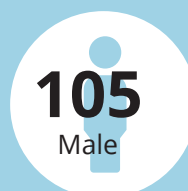
However, for the purposes of the Gender Pay Gap report, the Council is required to report on awards that are provided to formally recognise and reward employees for their loyalty, service

and commitment at key milestones during an individual's employment with us. The payment is the same irrespective of gender and is based purely on length of continuous service. The schemes milestones and corresponding award values are set out as below:

YEARS	REWARD
10	→ £50
20	→ £100
30	→ £150
40	→ £200
50	→ £250

### NUMBER OF EMPLOYEES RECEIVING LOYALTY REWARD

Based on the explanation given above, the number of employees receiving a Loyalty Reward between 1 April 2022 and 31 March 2023 is as follows:



	MALE	FEMALE	Non-gender biased	GPG
MEAN LOYALTY REWARD PAY	£102.38	£98.40	£99.83	3.88%
MEDIAN LOYALTY REWARD PAY	£100	£100	£100	0%
AVERAGE LOYALTY REWARD PAY	£102.38	£98.40		

### The Mean Loyalty Reward

As explained above, long service award payments are based on length of service and payments are the same regardless of gender.

The value of awards paid year on year are dependent upon the service milestone of individual employees being achieved.

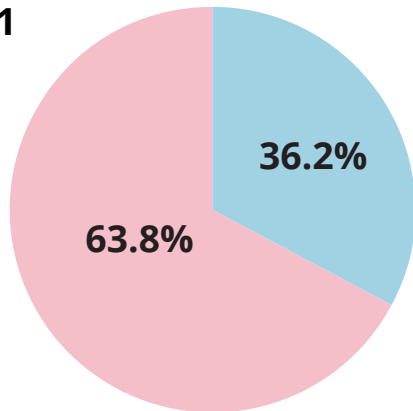
	MALE	FEMALE	Non-gender biased	GPG
NO. OF EMPLOYEES RECEIVING LONG SERVICE AWARD	105	188	293	3.88%
PAY TOTALS	£10,750.00	£18,500.00	£29,250.00	
MEAN LOYALTY REWARD	£102.38	£98.40	£99.83	

## QUARTILE SUMMARY

The quartile data has been calculated by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from the lowest paid in quartile 1

to the highest paid in quartile 4. 67% of the Wigan workforce are female. The information below shows that this is reflected consistently across the grades when they are split into quartiles.

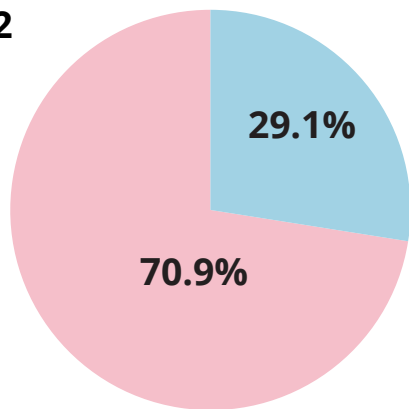
### QUARTILE 1



**444**  
Male  
employees

**782**  
Female  
employees

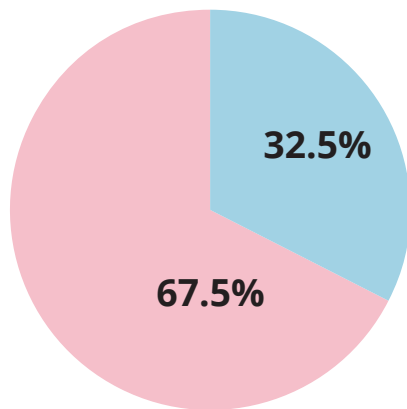
### QUARTILE 2



**357**  
Male  
employees

**869**  
Female  
employees

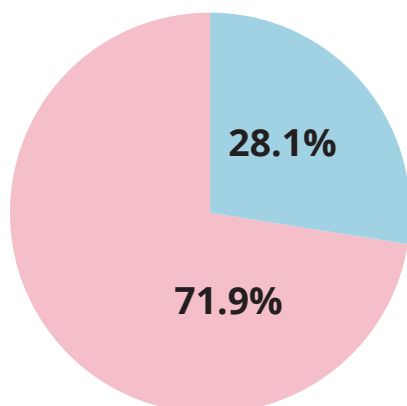
### QUARTILE 3



**398**  
Male  
employees

**828**  
Female  
employees

### QUARTILE 4



**344**  
Male  
employees

**882**  
Female  
employees

The background of the page is a solid light pink color. In the center, there are two large, faint, light pink icons. On the left is a female symbol (a circle with a vertical line and a horizontal crossbar). On the right is a male symbol (a circle with a vertical line and an arrowhead). Below these symbols are two large, faint, light pink hands, one on the left and one on the right, with fingers slightly spread. A light blue rectangular box is positioned on the left side of the page, containing text.

## **CONCLUSION**

The overall gender pay gap within the organisation continues to be encouraging. The workforce profile contains a higher percentage of females which supports the results; however, the outcome also demonstrates a non-gender bias across all grade ranges.

Opportunities for senior roles are accessible to all and this is also reflected in the well-balanced senior management team. The workforce profile continues to be monitored to ensure our positive position is maintained.