

Coventry City Council

Gender Pay Gap Report 2020



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A Note from Susanna Newing, Director of Human Resources

Coventry City Council is committed to creating a One Coventry approach which is to be a welcoming, inclusive workplace. We are moving to become an organisation with a culture that respects and values each other's differences, promotes dignity, equality, diversity and inclusion whilst encouraging individuals to develop and maximise their true potential. Being a diverse and inclusive employer is one of our top priorities.

We want our employees to feel that they can be themselves at work, valued for the distinct perspectives that they bring and are able to go as far as their talents will take them – irrespective of their sex, gender identity, race, sexual orientation, disability, neurodiversity, learning difference, religion, belief or age.

Feeling included is good for us as individuals; it is good for teams and good for the people and the communities we serve across Coventry. It is therefore a disappointment to us that the Gender Pay Gap is a little larger than last year, although we note that our figures are no worse than for many of our comparator local authorities.

We continue to implement changes that will help lead to greater equalities both internally and in the recruitment of new staff; changes that will therefore improve the Gender Pay Gap figures in future years.

During the past year we have:

- implemented a new recruitment system that ensures a fully anonymised recruitment process
- supported several groups to complete sponsored qualifications, including Management Skills, Data Analysis and Project Management, spanning NVQ levels 2 to 7. Successful completion of these courses upskill and open new promotion opportunities for existing employees. As of November 2020: 69 have successfully completed and a further 225 are studying towards a qualification
- radically updated our flexible working policy to enable employees to work safely from home, including the provision of equipment to support setting up home workstations with computer screens, desks and office chairs in order to help meet the challenges presented by the coronavirus pandemic
- selected and are implementing a new data warehousing system with benefits that include the easier generation of equalities data and enables drill-down to the data for individual work areas

We are proud of the changes we have made so far and are committed to ensuring our gender pay gap remains a high priority.

We are aware that there is soon likely to be a need to calculate and report the Ethnicity Pay Gap and action is being taken to improve our ability to undertake this work.

Understanding the Gender Pay Gap

What is Gender Pay?

A gender pay gap shows the difference in the average pay between men and women across the entire organisation.

It is different from an equal pay comparison which looks at the pay between men and women who carry out the same job or work which has been measured as of equal value through an evaluation scheme.

What causes a Gender Pay Gap?

There can be many reasons for a gender pay gap, however, it can be affected by the make-up of the workforce and a gender pay gap can be created, for example, when more men than women are employed in senior roles.

The difference between mean and median

Our calculations are based on 3,495 employees (the total number of full-pay relevant employees) in line with reporting regulations.

Mean

This is calculated by adding together the hourly rate for all employees and dividing by the total number of employees. This is calculated separately for men and women employees.



Median

This is calculated by arranging the hourly rate for all employees from highest to lowest and is calculated separately for men and women employees. The median is the hourly rate that is in the middle.



Our 2020 Results

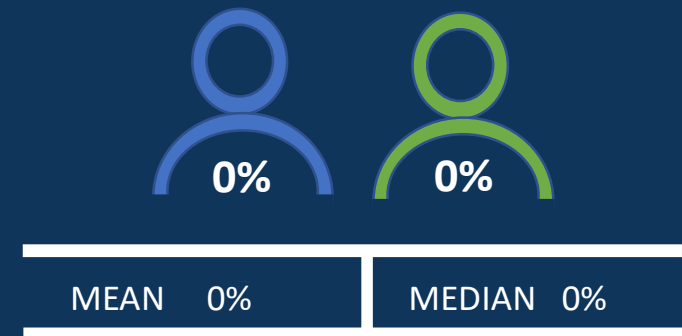
Pay

Our results show that women earn £0.96 for every £1 that men earn when comparing median hourly wages

	2020	2019
MEDIAN	3.83%	-1.15%
MEAN	3.81%	1.66%

Bonus Pay

We do not operate any bonus schemes and therefore have a 0% difference between **men** and **women**



Pay Quartiles

The proportion of **male** to **female** colleagues in each quartile pay band

