

Gender and Diversity Pay gap reporting

April 2025



2023 -
2024

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1.0 Introduction

Flintshire County Council supports the principle of equal pay for equal work of equal value and recognises that there should be a pay and grading structure which is free from bias and based on objective criteria.

This is the ninth gender and diversity pay gap audit that Flintshire County Council has undertaken since the implementation of the Single Status Agreement in 2014, and it is part of our commitment to be a fair and equitable employer; an employer that ensures its employees are not subjected to unfair discrimination.

2.0 What is a Gender and Diversity Pay Audit?

A Gender and Diversity Pay Audit involves the specific comparison of the pay of male and female colleagues, investigating the causes of any pay gaps by gender, ethnicity, disability or working pattern and planning to close any gaps that cannot be justified on grounds other than one of those characteristics.

There are several benefits of conducting an such audits:

- Identifying, explaining and, where justifiable, eliminating pay inequalities.
- Supporting rational, fair and transparent pay arrangements.
- Demonstrating to employees a commitment to equality.
- Demonstrating the Council's values to external stakeholders.
- Helping to meet the public sector equality duty.

3.0 The Gender Pay Gap

The gender pay gap is a measure of the difference in the average (mean or median) pay of men and women, regardless of the nature of their work, across the entire organisation. Across Flintshire County Council, men and women are paid equally for doing equivalent roles, as decided by our job evaluation scheme.

*The gender pay gap among full-time employees was 7.0% in April 2024, down from 7.5% in April 2023. Among all employees, the gender pay gap decreased to 13.1% in April 2024, down from 14.2% in April 2023. For part-time employees, the gender pay gap was negative 3.0% in April 2024. This was an increase from April 2023, where it was negative 2.5%.

*Source (ONS – Gender pay gap in the UK 2024).

4.0 Methodology and Data Collection

The Equality and Human Rights Commission guidelines for undertaking equal pay audits has been followed and the data has been analysed using the definitions and methodologies advocated in national guidelines.

The data was extracted from the Council's HR and Payroll system "iTrent" on **31st March 2024**.

Analysis of this data has been undertaken to consider the following:

- Workforce composition including male, female, ethnicity and disability.
- Average male/female pay gap across pay grades.
- Distribution of males/females across pay grades.
- Distribution of full and part time workers across pay grades.
- Gender profile of full and part workers.

The gender pay gap is calculated using the **mean** and **median** salaries of female employees expressed as a percentage of the mean and median salaries of male employees doing work of equal value. 'Salary' is the full-time equivalent salary.

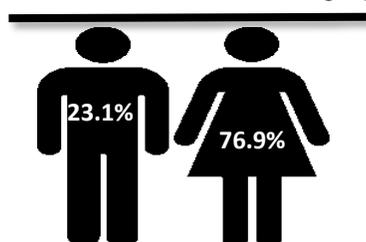
5.0 Workforce Composition

From the data extract taken on **31st March 2024**, the Council has **6885** occupied positions. This sees a decrease of 5 from **6990** on the 31st March 2023.

The table below shows the distribution of individuals who hold more than one post within the Authority and identifies an actual headcount of **6117** employees with is a decrease of 86 employees from 6,203 in 2023.

Workforce composition						
	1 role	2 roles	3 roles	4 roles	5 roles	Total
Female	4037	972	261	28		5298
Male	1423	138	21		5	1587
Total	5460	1110	282	28	5	6885
Actual headcount	5460	555	94	7	1	6117

Total Workforce Demographic



6.0 Gender Pay Gap Analysis

The table below provides a breakdown of all employees across the full range of terms and conditions, gender numbers and the average salaries for each group.

Pay scale group	Female	Average salary	Male	Average salary.	Total	Average salary	Pay gap
Chief Officers/Chief Executive	3	£101,707	4	£115,573	7	£109,631	12.00%
Head Teachers	118	£67,416	75	£72,293	193	£69,311	6.75%
Soulbury/Y&C Officers/Ed. Psychos	22	£55,841	5	£57,949	27	£56,232	3.64%
Occupational Health Nurses (New)	4	£47,546			4	£47,546	0.00%
Teachers - Basic Scale	962	£43,851	261	£44,232	1223	£43,932	0.86%
Teachers - Unqualified (Assimilated)	37	£29,746	13	£30,503	50	£29,943	2.48%
Youth Workers	12	£28,488	7	£29,948	19	£29,026	4.87%
NJC Pay Table 2019	4119	£26,965	1202	£30,847	5321	£27,842	12.58%
National Trainees	11	£20,103	18	£20,103	29	£20,103	0.00%
Grand Total	5288	£31,126	1585	£35,183	6873	£32,062	11.53%

Summary

- Average (mean) salary for women is £31,126 increased from £28,993 in 2023.
- Average (mean) salary for men is £35,183 increased from £33,235 in 2023.

- **Mean** Gender Pay Gap is 11.53% reducing from of 12.76% in 2023.
- **Median** salary for men is £30,296 increasing from £28,371 in 2023.
- **Median** salary for females is £24,711 increasing from £22,786 in 2023.
- **Median** gender pay gap is 18.43% reducing from 19.69% in 2023.

6.1 Quartile distribution

Quartile	Female	Average salary	Male	Average salary.	Total	Total Average salary	distribution	Pay gap	Women	Men
Lower quartile	1708	£22,797.16	168	£22,317.56	1876	£22,754.01	27%	-2.15%	91%	9%
Lower middle quartile	1259	£24,492.14	422	£24,790.51	1681	£24,567.04	24%	1.20%	75%	25%
Upper middle quartile	1209	£33,025.74	574	£33,711.57	1783	£33,246.53	26%	2.03%	68%	32%
Upper Quartile	1122	£49,131.96	423	£52,568.01	1545	£50,072.70	22%	6.54%	73%	27%
Grand Total	5298	£31,125.38	1587	£35,159.21	6885	£32,056.40		11.47%	77%	23%

The quartile distribution show how the gender pay gap is reflected in the vertical distribution of average salaries. Here you can see a small, but positive bias towards women in both the lower quartile and the upper middle quartile.

6.2 Types of Occupational Segregation

Occupational segregation by gender, refers to the unequal distribution of women and men across different types and levels of work. This can perpetuate gender inequality in the workplace and contribute to the gender pay gap.

Horizontal segregation occurs where there are clusters of one gender in a role. For example, caring roles are typically carried out by females and construction roles are typically carried out by males.

Vertical segregation occurs when the jobs that are predominantly carried out by one gender results in an uneven distribution of employees in the pay and grading structure, that is not representative of the overall gender workforce profile.

Research to date has uncovered a range of important issues that contribute or are related to the gender pay gap. A significant review of the gender pay gap by UK Government Equalities Office concludes that the most important factor influencing the gender pay gap is the effects of interruptions to employment and the lack of 'good' part time work. These findings are supported by numerous studies.

Despite significant initiatives in local government and the health sector, there has been little progress in closing the gender pay gap in the public sector, which currently stands at 12.3%¹. Part of the lack of progress in the gender pay gap in the public sector is explained by the lack

¹ Source ONS Annual Survey of Hours and Earnings 2021

of representation of females in senior management roles in the sector. Women represent 29% of senior management roles in local government.

Table 4: Mean Gender Pay Gap in the UK

Gender Pay Gap UK	
All employees	13.1%
Full Time	7.0%
Part Time	-3.0%
Public Sector	12.3%
Private Sector	16.8%
Non-profit body or mutual association	10.5%

Women are more likely to be in health and social work and education sectors than men, who are more likely to be in manufacturing, construction, and transport (horizontal segregation). Traditionally, health, social work and education tends to be delivered by the public sector.

According to the latest data**, approximately 65% of the public sector workforce in the UK are women, while 35% are men which is comparable with Flintshire County Council workforce which has a gender distribution of 76.9% female 23.1% male.

**Source Statistica

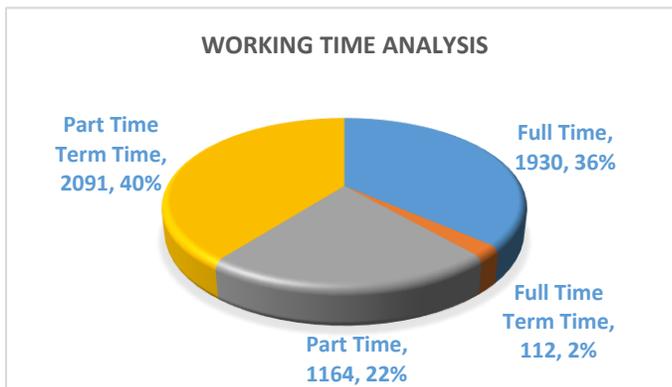
7.0 Full and Part time Staff

Table 5: Distribution of Male and Female by Basis

Full vs part time working	Female	Average salary	Male	Average salary.	Total	Average salary..	Pay gap	Women	Men
Full Time	1930	£38,469	1289	£36,949	3219	£37,859	-4.11%	60%	40%
Full Time Term Time	112	£29,847	24	£31,424	136	£30,126	5.02%	82%	18%
Part Time	1164	£32,162	128	£30,321	1292	£31,980	-6.07%	90%	10%
Part Time Term Time	2091	£23,873	146	£24,213	2237	£23,895	1.41%	93%	7%
Grand Total	5298	£31,125	1587	£35,159	6885	£32,056	11.47%	76.9%	23.1%

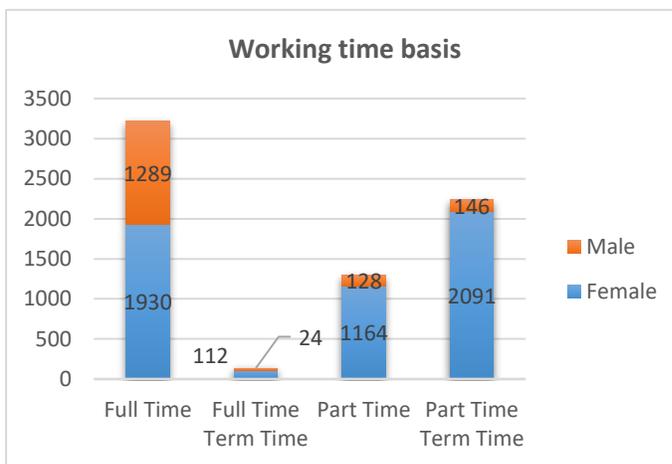
- The distribution of both full time and part time female employees see a positive average pay variance of 4.11% (up from 3.72%) & 6.07% (up from 4.68%) respectively.
- However, school based employees working either full time term time or part time term time still see negative pay variance. Whilst full time term time employees' gap has decreased down to 5.02% (from 8.72%), part time term time pay variance has deteriorated slightly to 1.41% (from 0.34%).

7.1 Working time analysis



As a proportion of females in our workforce:

- 37% work full time.
- 22% work part time.
- 2% work full time term time.
- 39% work part time term time



As a proportion of our workforce:

- Men represent 10% of part time working employees.
- And 7% of part time term time employees.

Basis	Female	Male	Grand Total	Women	Men
Full Time	1930	1289	3219	60%	40%
Full Time Term Time	112	24	136	82%	18%
Part Time	1164	128	1292	90%	10%
Part Time Term Time	2091	146	2237	93%	7%
Grand Total	5297	1587	6884	77%	23%

The proportion of females in part time work and the quality of part time work available in the UK are closely associated with its relatively high gender pay gap in comparison to international standards.

Around 1 in 5 jobs in the UK is part time but 4 in 10 females work in part time employment. These proportions have remained constant since the early 1990's.

8.0 Gender Pay Gap Analysis – Green Book terms and conditions – NJC Pay Tables

The majority of our employees are working under Green Book terms and conditions (NJC pay table) and their roles have been evaluated using the GLPC method of Job Evaluation (5321 records).

Comparing the last two years of data we can see that of the 4119 female employees, 2654 have seen a small positive incremental change to the gender pay gap.

Grade	Average pay 2023			Average pay 2024			Annual change
	Female Average Salary	Male Average Salary	Pay gap 2022	Female Average salary.	Male Average salary.	Pay gap 2023	
G01	£20,856	£20,702	-0.74%	£22,818	£22,689	-0.57%	-0.17%
G02	£22,369	£22,400	0.14%	£24,324	£24,265	-0.24%	0.38%
G03	£24,083	£24,157	0.30%	£25,955	£25,969	0.05%	0.25%
G04	£27,533	£27,458	-0.28%	£29,392	£29,488	0.33%	-0.60%
G05	£32,914	£32,998	0.26%	£34,806	£34,952	0.42%	-0.16%
G06	£36,612	£36,478	-0.37%	£38,479	£38,549	0.18%	-0.55%
G07	£40,336	£41,041	1.72%	£42,229	£42,882	1.52%	0.20%
G08	£44,357	£44,703	0.77%	£46,257	£46,497	0.52%	0.26%
G09	£47,841	£48,476	1.31%	£49,799	£50,450	1.29%	0.02%
G10	£54,994	£54,864	-0.24%	£57,256	£56,682	-1.01%	0.78%
G11	£61,763	£62,299	0.86%	£64,338	£64,802	0.72%	0.14%
G12	£75,915	£75,915	0.00%	£79,505	£79,505	0.00%	0.00%
Grand Total	£24,918	£28,972	13.99%	£26,965	£30,847	12.58%	

- Average female (mean) salary has increased from £24,918 to £26,965.
- Gender pay gap has decrease from 13.99% to 12.58%.

8.0 Disability Analysis

Disability analysis of all employees

Disability	Female	Average salary	Male	Average salary..	Total	Average salary.	Pay gap	Women	Men
No	3382	£31,178	930	£36,467	4312	£32,320	14.50%	78%	22%
Not Known	304	£33,930	92	£38,051	396	£34,887	10.83%	77%	23%
Yes	166	£30,299	46	£31,685	212	£30,600	4.37%	78%	22%
blank	1446	£30,505	519	£32,611	1965	£31,063	6.46%	74%	26%
Grand Total	5298	£31,125	1587	£35,159	6885	£32,056			

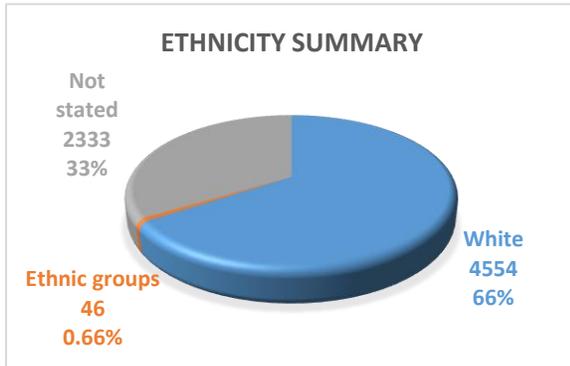
Out of the 6885 records 212 (**3.07%**) have disclosed a disability, 4312 (**62.6%**) have declared themselves as not disabled. The data has remained stable in the last 12 months, seeing only marginal improvements of 0.4% in those declaring a disability.

From those employees who declared a disability:

- We see a pay gap 4.37%.

9.0 Ethnicity Analysis

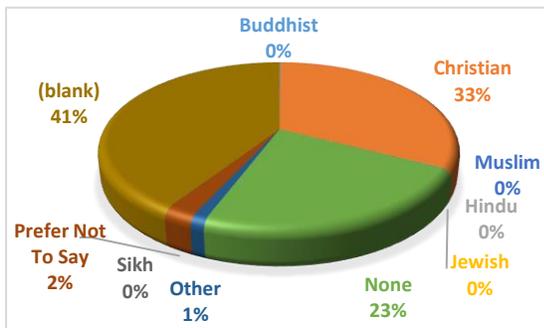
There are considerable number of staff who have chosen not to disclose their ethnicity (33%). This has changed marginally from 2023, where the figure was (34%) however this presents a challenge to undertake a robust analysis of our demographic ethnicity.



However, if we compare with the 2021 ONS census, we can see a comparable percentage of 97.6% ethnicity with the Flintshire County residents to that of Flintshire Council employees if we combine our “not stated” population with those defined as “white”.

Whilst this is not a wholly accurate analytical method, it provides a feasible representation of the organisations demography and that, when compared to its locality, that Flintshire County Council is undertaking balanced recruitment activities.

10.0 Religion



The proportion of the total population of employees who have declared their religion or belief has remind static.

Christian is **33%** and **1%** have declared another religion or belief (such as Buddhist, Hindu, Jewish, Muslim, Sikh or other), with **23%** declaring no religion. For **41%** religion or belief is unknown.

11.0 Working to close the gap.

We have already made considerable progress to tackle some of the challenges, for example:

- Introduction of a new pay and grading structure in April 2019 which is again under further review.
- Including the introduction of Senior Management grades to reduce the pay gap between the Chief Officers and other employees.
- Ongoing maintenance of job evaluation scores to stop grade drift and ensure a consistency of approach in the application of the job evaluation scheme.
- Comprehensive work/life balance policies to encourage a more flexible workforce.

Flintshire County Council is committed to reducing the gender pay gap and intends to continue addressing the following areas:

11.1 Gender monitoring

The Council will continue to have effective gender monitoring with our data being refreshed and republished annually and this data will remain on our website for comparison purposes.

11.2 Focus on marketing Family Friendly policies and procedures.

We continue to monitor our family friendly policies and actively encourage employees to utilise the schemes that are on offer. These can include simple steps such as encouraging male employees to consider taking shared parental leave and marketing the family friendly schemes that the Council offers. The introduction of a new hybrid working policy is also aimed to support employees balance home life and work life.

11.3 Review the provision of flexible and alternative ways of working.

Since the Covid-19 pandemic working practices have seen fundamental changes with the widespread introduction of home working, and in more recent months, hybrid working practices as working practices re balance in the post pandemic working environment.

The proliferation of hybrid working practices across the respective portfolios, underpinned by modern communication technology, has enabled the continued delivery of essential services, whilst offering greater flexibility in patterns of work, helping employees balance work, family commitments and caring responsibilities.

Flintshire County Council will continue to review and evolve its working practices and support employees flexible working needs, as far as practicably possible, whilst maintaining its service delivery requirements.

11.4 Minimise any negative impacts from pay and grading structures.

The organisation is still committed to reviewing our pay and grading structure in 2025 to ensure as an organisation our pay and grading structure is modern, equitable and fit for purpose.

11.5 Policy to practice Training.

Policy to practice training for all line managers continues with updated content to ensure topicality & legal compliance and how their role can support equality and diversity within the workplace.

11.6 Apprenticeships

We are working hard to advance equality of opportunity for young people. We continue to expand the variety of apprenticeships offered ensuring young people are developing skills in areas of growth and demand which enhances employability. Recent additions have been within digital marketing with a focus on improving and expanding our social media presence, marketing our apprentice scheme to a wider audience of young people as well as working on marketing general vacancies across the Council.

12.0 The bigger picture

The gender pay gap measurement can never tell the whole story of our organisation as an employer committed to equality and equal treatment of our staff.

- We have an equality proofed pay and grading system that undergoes an annual Gender and Diversity Pay Audit.
- We recognise and work in partnership with the recognised trade unions to negotiate pay and conditions, ensuring parity of pay on behalf of those who work for us.
- We do not pay bonuses or performance related pay.
- We support women having children by offering enhanced maternity leave and flexible working policies.

We provide a wide range of flexible working opportunities to support, develop and retain employees at work. We will continue to promote these initiatives going forward and hopefully encourage more females to take on more senior roles within the Council.

We are an accredited Disability Confident Employer (level 2) and are committed to achieving level 3 (Disability Confident Leader)



We have been awarded the Ministry of Defence (MOD) Employers Recognition Scheme (ERS) Gold award for our commitment to defence and the armed forces community.

13.0 Conclusion and actions

Between 2017 and 2024 we have seen year on year incremental improvements to the gender pay gap, both at macro level, and also at the lower end of the pay scale groups.

The small incremental values are attributed to the structured control of the pay and grading and the impact of the proactive gender both internal & external recruitment.

Table 10 Gender pay gap (mean) by year

Gender Pay Gap	2017	2018	2019	2020	2021	2022	2023	2024
Overall	16.96%	13.65%	13.40%	13.11%	13.75%	13.71%	12.76%	11.53%
NJC/Green Book	18.60%	16.22%	15.45%	15.00%	15.37%	15.47%	13.99%	12.58%

There are no significant pay gaps where work of equal value is being done. The pay gap therefore is a result of significantly more females employed in lower graded jobs and more males in higher graded jobs.

The Council will undertake the following actions to assist in further reducing the overall pay gap:

- The Council will review its recruitment procedures and training on recruitment and selection with a view to ensuring that there is nothing in the process that may cause gender bias. Training for managers on ‘unconscious bias’ is already taking place.
- A review of recent appointments and starting salaries will take place to ensure that the starting salaries procedure is being fairly and consistently applied. If any areas of concern are identified further training will be provided for managers in those areas.
- Recruitment metrics will be put in place which will include data on gender, ethnicity, and disability so that the outcomes of resourcing initiatives can be measured.
- The Council will continue to develop and promote our family friendly policies that give both men and women the opportunity to work flexibly in order to maintain family and personal commitments.
- Consider gender issues in our workforce planning and succession planning activities.
- Strive to employ a workforce which is representative of the communities we serve.
- Support employees with manageable health conditions to access work at all levels.

The Audit provides assurance that the County Councils job evaluation scheme and the processes within which it operates are robust and meet equality requirements.