

Lincolnshire County Council

Gender Pay Gap

Result Gender Gap Calculations at 31st March 2019

Lincolnshire Council had 4899 employees in scope for the gender pay gap exercise.

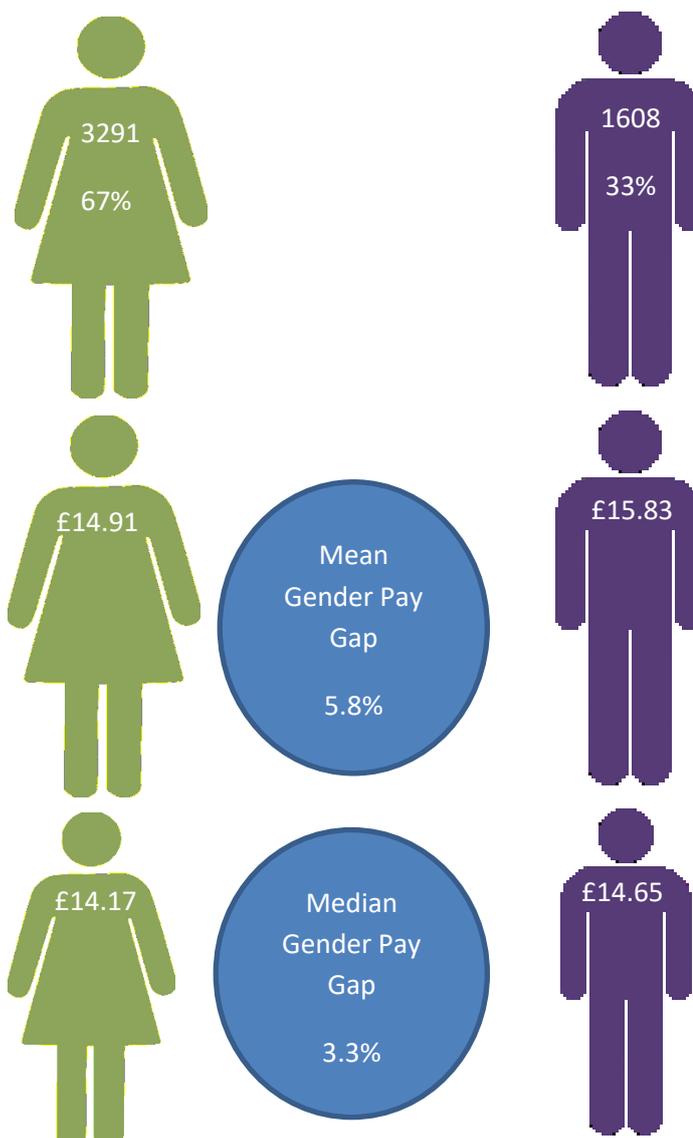
In 2019 67% of the Councils workforce was female and 33% male.

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 2019 was 5.8%, this is an improvement of 1.8% from 2018.

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 2019 was 3.3%, which has widened slightly from 2018 by 1.2%.*

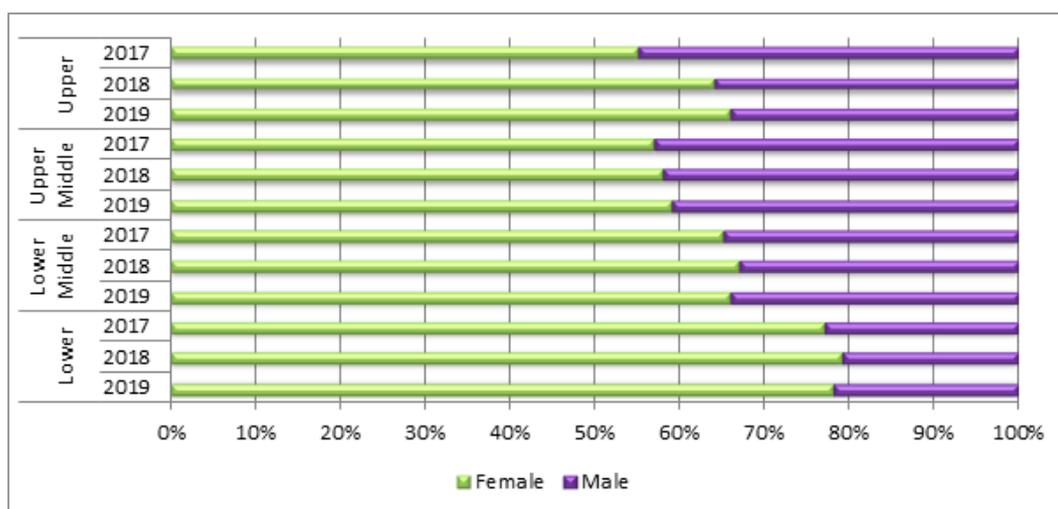


*There are 284 females on the female median pay point (£14.17.) There are only 5 Males on the male median pay (£14.65). If this year's male median was £14.48 then the median GPG would be 2.1% the same as last year. Between £14.48 & £14.65 there are only 55 males. Therefore, the male median can easily be affected by a relatively small number of additions/reductions in males anywhere in the pay spines, whereas the female median is unlikely to change without a huge change in numbers.

Lincolnshire County Council has no bonus payments for 2019 that fall in the gender pay gap category.

Additional information

This shows that although there has been a 1% decrease of females in the lower and lower middle quartiles, the % of females within the upper and upper middle quartiles continue to show an improvement, with the former almost identical to the overall gender split of the Council.



2020 Action Plan for Lincolnshire County Council to further address the pay gap

1. Continue to promote the improvements in the Gender Pay Gap and how low it is compared to other local authorities through the use of media statements.
2. Continue to review flexible working policies and have senior leaders and managers 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. Continue to raise the profile of the recruitment and equal opportunities policies, which provide support for progression of all staff regardless of gender and ethnicity.
4. Consideration to be given to Unconscious Bias Training forming part of the rollout of the new employment policies training.
5. Encouraging females returning to work following periods of maternity/adoption leave or a break in employment to take up mentoring opportunities to support progression into management positions.