

An illustration featuring a man and a woman standing on a balance scale. The man is on the left pan, and the woman is on the right pan. The scale is tilted, with the man's pan being lower, suggesting a higher weight. In the background, there are several gears and dollar signs. A large female symbol with an equals sign inside is prominently displayed in the center. The overall theme is gender equality and pay equity.

Gender Pay Gap Report 2023



A MESSAGE FROM OUR CEO



Arthur Charvonia

At Babergh and Mid Suffolk District Councils, we recognise the important role that monitoring and closing our gender pay gap plays in breathing life into our values; which were developed by our employees themselves. We value our people, our customers, being open and honest, taking ownership and being ambitious.

This is the 7th year we have reported our gender pay gap. I am proud to say that we are continuing to foster an inclusive environment for a diverse and loyal workforce, which has an average length of service of 8 years as at 31/3/2023.

We offer a wide range of training and careers opportunities across all grades throughout the Councils. I am delighted to report that our gender pay gap for our joint workforce has reduced again since our 2022 report.

Babergh and Mid Suffolk District Councils remain committed to promoting fairness, honesty, integrity and creating an environment where all employees can thrive and be themselves. We continue to focus on long term solutions to carry on closing the gender pay gap and are dedicated to equality for all.

WHAT IS A GENDER PAY GAP REPORT

Under the Equality Act 2010 and as in line with The Gender pay Gap Information Regulations of 2017

Employers with over 250 employees are required to report their gender pay gap information on an annual basis.

The information reported relates to the information for the previous year as of 31st March (for public sector organisations).

The figures provided in this report relate to the year ending 31st March 2023.



What is a Gender Pay Gap

A gender pay gap is a measure of the difference between the average hourly pay males receive and the average hourly rate females receive.

The pay gap is presented as both a mean and median average and is shown as a percentage; the lower the percentage the smaller the gender pay gap.

This is different to Equal pay which means that there should be no difference in the pay and contractual terms of a female and a male doing the same or similar work or work of an equal value for the same employer.



We are required to report the following data

The mean and median difference between hourly rates of pay for male and female employees.

The mean and median difference in bonuses paid to male and female employees.

The proportions of male and female employees who receive bonuses

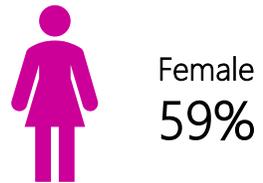
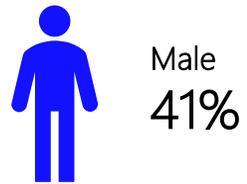
The percentage of male and female employees in each pay quartile.

Just to let you know..

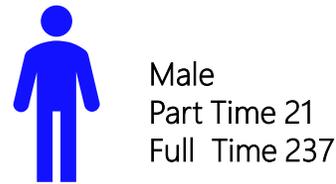
We are required to report our data separately as we remain two sovereign councils. However, we have a joint workforce who support both councils and we feel the combined results are those that are most relevant for the purposes of this report. This report fulfils the requirements set out and details what we are doing to close our gender pay gap. We are legally obliged to report on Male and Female data, however we do acknowledge employees may choose to self-identify as other types of gender. We also aspire to broaden our data collection and reporting in the future to include Ethnicity pay gap.

OUR ESTABLISHMENT ON 31ST MARCH 2023

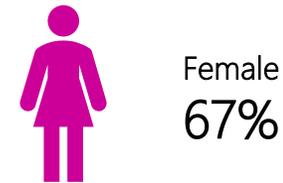
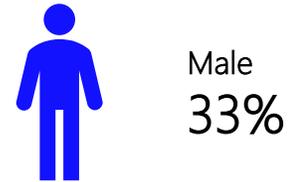
Total Headcount



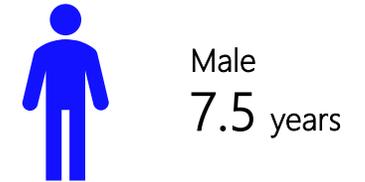
Part time/Full Time Split



Senior Leadership Team (CEO, Deputy CEO and Directors)

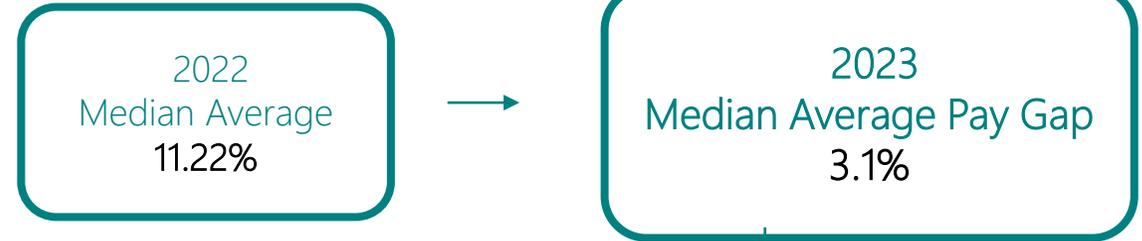
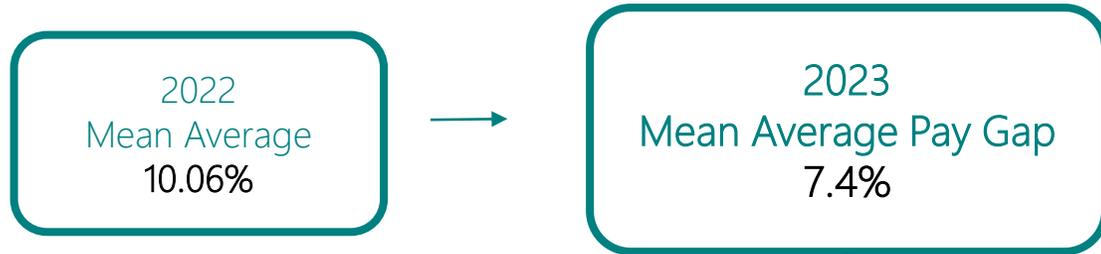


Average Length of Service



Mean Average Pay Gap

Median Average Pay Gap



A **Mean Average** is calculated by adding up all the numbers in a list and dividing the total by the amount of numbers in that list.
The mean gender pay gap is the difference between the mean average hourly rate of pay for females, compare to the mean average hourly rate of pay for males

A reduction of 2.66%

A **Median Average** is identified as the middle value when data is placed in numerical order. Therefore, the median gender pay gap is the difference between the median hourly rate of pay for females compared to the median hourly rate of pay for males.

A reduction of 8.12%

This report is based on a snapshot of our workforce on 31st March 2023 and is based on hourly rates of pay

MEASURING OUR GENDER PAY GAP DATA

| Council | 2017 Median Average Gender Pay Gap | 2018 Median Average Gender Pay Gap | 2019 Median Average Gender Pay Gap | 2020 Median Average Gender Pay Gap | 2021 Median Average Gender Pay Gap | 2022 Median Average Gender Pay Gap | 2023 Median Average Gender Pay Gap |
|--|--|--|--|--|--|--|--|
| Babergh District Council | 28.3% | 27.8% | 24.2% | 21.0% | 17.87% | 17.3% | 6.7% |
| Mid Suffolk District Council | 17.0% | 11.42% | 14.3% | 11.0% | 10.75% | 10.6% | 2.7% |
| Babergh and Mid Suffolk Joint workforce | 19.7% | 20.2% | 14.85% | 15.57% | 12.8% | 11.2% | 3.1% |

| Council | 2017 Mean Average Gender Pay Gap | 2018 Mean Average Gender Pay Gap | 2019 Mean Average Gender Pay Gap | 2020 Mean Average Gender Pay Gap | 2021 Mean Average Gender Pay Gap | 2022 Mean Average Gender Pay Gap | 2023 Mean Average Gender Pay Gap |
|--|--|--|--|--|--|--|--|
| Babergh District Council | 22.8% | 20.8% | 19.1% | 13.5% | 13.83% | 10.83% | 9.3% |
| Mid Suffolk District Council | 7.7% | 9.2% | 10.9% | 8.9% | 6.78% | 15.25% | 4.9% |
| Babergh and Mid Suffolk Joint workforce | 13.9% | 14.1% | 14.3% | 11.0% | 10.75% | 10.6% | 7.4% |

Why Mean and Median Averages?

A median average is not affected by extreme values such as changes in the earnings of small numbers of very high earners, however as the mean gap captures the fact that the upper end of the earnings distribution is dominated nationally by men, the mean is an important measure of woman's labour market disadvantage.

2023 Bonus Payments – We did not award any bonus payments, so our gender bonus gap is 0%.

PAY QUANTILES

Our pay records are divided into four even quartiles in line with our pay grades, this enables us to calculate the percentage of male and female employees in each quartile. We ensure that our pay and grading of our jobs are fair and non-discriminatory. We comply with equal pay legislation by adhering to a robust Job evaluation process

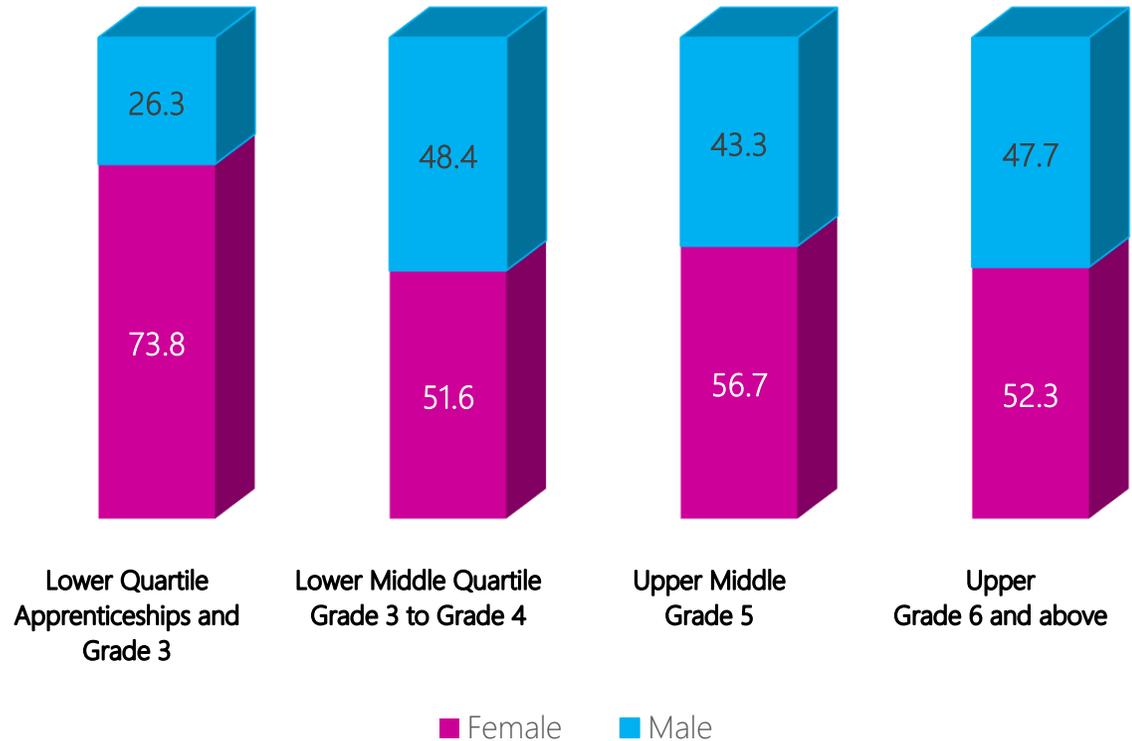
| Quartile2 | Lower | Lower | Lower Middle | Lower Middle | Upper Middle | Upper Middle | Upper | Upper |
|------------------------|-----------------------|-----------------------|--------------------|--------------------|--------------|--------------|-------------------|-------------------|
| | Apprentice to Grade 3 | Apprentice to Grade 3 | Grade 3 to Grade 4 | Grade 3 to Grade 4 | Grade 5 | Grade 5 | Grade 6 and above | Grade 6 and above |
| | Female | Male | Female | Male | Female | Male | Female | Male |
| Joint Workforce | | | | | | | | |
| 2020 | 75.2 | 24.8 | 52.0 | 48.0 | 55.2 | 44.8 | 44.0 | 56.0 |
| 2021 | 78.6 | 21.4 | 50.4 | 49.6 | 56.5 | 43.5 | 46.6 | 53.4 |
| 2022 | 71.9 | 28.1 | 54.3 | 45.7 | 52.9 | 47.1 | 46.0 | 54.0 |
| 2023 | 73.8 | 26.3 | 51.6 | 48.4 | 56.7 | 43.3 | 52.3 | 47.7 |
| Babergh | | | | | | | | |
| 2020 | 74.6 | 25.4 | 66.1 | 33.9 | 48.3 | 51.7 | 45.8 | 54.2 |
| 2021 | 78.8 | 21.2 | 61.1 | 38.8 | 53.7 | 46.3 | 45.5 | 54.5 |
| 2022 | 67.6 | 32.4 | 68.1 | 31.9 | 46.4 | 53.6 | 47.8 | 52.2 |
| 2023 | 72.9 | 27.1 | 53.2 | 46.8 | 56.3 | 43.7 | 49.4 | 50.6 |
| Mid Suffolk | | | | | | | | |
| 2020 | 50.0 | 50.0 | 53.0 | 47.0 | 54.5 | 45.5 | 61.5 | 38.5 |
| 2021 | 79.7 | 20.3 | 61.5 | 38.5 | 43.1 | 56.9 | 50.0 | 50.0 |
| 2022 | 75.7 | 24.3 | 55.1 | 44.9 | 45.7 | 54.3 | 45.7 | 54.3 |
| 2023 | 73.7 | 26.3 | 51.6 | 48.4 | 56.7 | 43.3 | 52.6 | 47.4 |

JOINT WORKFORCE PAY QUARTILES BY PERCENTAGE

Across our Councils we have a similar number of males and females in the lower middle, upper middle and Upper quartiles. This shows we have a good level of females represented in skilled and Senior Roles.

As in previous years, our gender pay gap is within the lower quartile which comprises of 159 employees, 110 of these are female and 48% of them work part time. Of the 49 males in the lower quartile, 4% of them work part time. The male population is underrepresented in this quartile however the figures are indicative to females still being more likely to require part time positions to undertake childcare or caring responsibilities

We continue to encourage a flexible approach where our business allows to ensure opportunities are available our workforce in achieving a healthy and productive work life balance.



CLOSING OUR GENDER PAY GAP – ACTIONS TO DATE

Recruitment

We continue use and develop Oracle Recruitment to ensure a fair approach to interviews and selection. The internal jobs board, shares all vacancies with staff prior to any external advertising. We aim to have gender-based interview panels where possible. Scoring and washups are completed as a group to ensure a collaborative approach to selection is achieved.

Using innovative methods to attract candidates

We recently engaged with Diversity jobs board which provides access to specialist recruitment advertising which includes 9 jobs boards covering all diversity and inclusion groups namely, jobs for... Mums, Dads, Disability, Gender Neutral, Ethnicity, Fifties plus, neurodiversity and LGBTQ+. We also use Linked in job wrap and recruiter.

Equality, Diversity and Inclusion workshops and Education

With the support of an external consultant, we completed an organisational wide EDI program via face to face and online workshops for all employees and managers. This helped us to educate and raise awareness about topics such as unconscious bias. We also have EDI champions in place to support our work in this area.

Career Opportunities and Development

Using the Apprenticeship levy we promote and encourage career development for men and women within the councils.

Family friendly policies

Our occupational maternity scheme pays higher than the statutory levels and we have enhanced shared parental leave. We continue to review our polices and guidance to ensure they are supporting employees with their family commitments.

Menopause Support

This is a topic which we have actively promoted and will continue to do so with Menopause Cafes, webinars and support groups.

Hybrid working

We have always had an Agile approach to work, and since the introduction of our new office space, along with tools and guidance, we actively support that work is something we do, not where we go.

FUTURE ACTIONS AND NEXT STEPS

We will continue to progress, grow and evolve our current activity, whilst continuing to explore and innovate new ways to close the gender pay gap where there is opportunity to do so.

Values refresh

Work has started to review our Values, to ensure they reflect our current and future needs as an organisation.

Menopause accreditation

Great work has been completed to date in this area. We are currently working with "Henpicked" to achieve our Menopause friendly accreditation.

Job Evaluation and Moderation

As part of our recent pay and reward project we introduced a digital job evaluation software called Gauge. This allows a consistent approach to job evaluation and compares data across similar roles. New Posts will be moderated by members of our Senior Leadership Team to ensure parity is maintained across roles and salaries.

Pay and Reward

This project began in May 2022 and required a substantial amount of research for the Programme board and working groups to assess. The pay review was completed in November 2023, and ensures we are paying fair and equal pay for jobs. The impact of this will be seen in next years Gender Pay Gap report.

Recruitment bite size learning and online learning for hiring managers

Internal webinars being arranged to upskill, coach and support our hiring managers on a fair and nonbiased approach to recruitment. We are also introducing a short online learning module which acts as a reminder of what to think about before, during and after the interview. Our longer-term aim is to move to blind recruitment so our managers are not aware of the gender of applicants.