

Report to:	Tamar Bridge and Torpoint Ferry Joint Committee	
Date:	12 March 2021	
Title:	Gender Pay Gap Reporting	
Portfolio Area:	Cornwall Council: Transport Plymouth City Council: Transport	
Divisions Affected:	all	
Relevant Scrutiny Committee:		
Authors, Roles and Contact Details:	Carol Humphries, HR Manager Tamar Bridge and Torpoint Ferry Andrew Vallance, Governance and Finance Manager, Tamar Bridge and Torpoint Ferry	
Approval and clearance obtained:	Y	
For Cabinet and delegated executive decisions only		
Key decision? (\geq £500k in value or significant effect on communities in two or more electoral divisions)	N	
Published in advance on Cabinet Work Programme?	N	
Urgency Procedure(s) used if 'N' to Work Programme?	N	
Date next steps can be taken	N/A	

Recommendations:

1. the report be noted;
2. the ongoing actions listed in section four to minimise the pay gap are endorsed;

1. Executive Summary

- 1.1 This report has been prepared for the Joint Committee following the third collection of data regarding the gender pay gap at Tamar Bridge and Torpoint Ferry (TBTF).
- 1.2 Schedule 2 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires joint committees to publish data and this report provides Members with the information which will be published on the UK Government website which includes further analysis of the figures and an associated action plan. The requirements were suspended for 2020 by Central Government due to the anticipated business impacts of the pandemic.
- 1.3 Contemporary statistics from the parent authorities are not available at the time of writing the report. In previous year's statistics from the authorities showed a smaller pay gap within the authorities on most measures than that which exists within TBTF. That larger gap was believed to arise in part because of the particular profile of roles within the undertaking and the dominance of shift working linked to fixed timetables.
- 1.4 Despite the profile of roles at TBTF, a proactive approach has been adopted to reduce the gap and a number of actions have been developed to accompany the statutory report.

2. Purpose of Report

Background

- 2.1 The requirement to report an organisation's gender pay gaps arises from provisions within the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The regulations require employers with more than 250 employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees using the method of calculation published on the UK government's website. There were 107 staff employed at TBTF on the relevant date for recording but as staff are jointly employed by the two parent authorities it continues to be considered good practice to publish these figures.
- 2.2 TBTF employees are paid under the conditions of service contained in the National Joint Councils for Local Government Services (Green Book). In addition, some legacy terms from the previous "Purple Book" are applied, and also some locally agreed conditions exist where there is no specific provision in the Green Book and the previous Purple book. For example, call out arrangements and payments which are appropriate to a front line service have been locally agreed.

2.3 TBTF are required to report on the following:

Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees as a percentage.
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees as a percentage.
Mean bonus gap	The difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage.
Median bonus gap	The difference between the median bonus pay paid to male employees and that paid to female employees as a percentage.
Bonus proportions	The proportions of male and female relevant employees who were paid a bonus during the relevant period.
Quartile pay bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Any gap favouring male employees appears as a positive figure, whilst any gap favouring females is reported as a negative.

2.4 The reported figures use the March 2020 payroll to calculate the gap whilst the quartile banding references hourly rates arising from national pay bands are consistent with the methodology used elsewhere in local government.

2020 Reported Figures for TBTF

2.5 The hourly rate at TBTF for these purposes includes allowances related to shift working including premiums for weekend work as is required by the Regulations.

2.6 The pay gap results arising from payroll data run on 31 March 2020 were as follows:

Overall Gender Pay Gap

Mean pay gap	6.1% [Mean hourly rates: Male £15.09, Female £14.17]
Median pay gap	2.7% [Median hourly rates: Male £13.92, Female £13.55]
Mean bonus gap	0% [no bonuses paid]
Median bonus gap	0% [no bonuses paid]
Bonus proportions	0% [no bonuses paid]

Quartile Banding

Numbers and Proportions of Male/Female in each Band						
Rate		Male	Female		Male	Female
£0	£11.65	17	5		77.3%	22.7%
£11.88	£13.55	22	3		78.6%	21.4%
£13.59	£15.65	21	6		87.5%	12.5%
£15.81		21	6		87.8%	22.2%

2.7 How does this compare to data from previous years?

The pay gap results arising from payroll data run on 31 March 2019 (which were not publicly reported) were as follows:

Mean pay gap	19.00% [Mean hourly rates: Male £13.75, Female £11.93]
Median pay gap	13.2% [Median hourly rates: Male £14.93, Female £12.10]
Mean bonus gap	0% [no bonuses paid]
Median bonus gap	0% [no bonuses paid]
Bonus proportions	0% [no bonuses paid]

2.8 The quartile banding arising from March 2019 payroll was as follows:

Numbers and Proportions of Male/Female in each Band						
Rate		Male	Female		Male	Female
£0	£11.47	19	11		63.3%	36.7%
£11.48	£13.09	19	5		79.2%	20.8%
£13.10	£15.71	24	4		85.7%	14.3%
£15.72		22	2		91.7%	8.3%

2.9 The pay gap resulting from payroll data run on 31 March 2018 (the last year when figures were publicly reported) were as follows:

Mean pay gap	22.3% [Mean hourly rates: Male £13.15, Female £11.58]
Median pay gap	12.0% [Median hourly rates: Male £14.92, Female £11.63]
Mean bonus gap	0% [no bonuses paid]
Median bonus gap	0% [no bonuses paid]
Bonus proportions	0% [no bonuses paid]

2.10 The quartile banding arising from March 2018 payroll was as follows:

Numbers and Proportions of Male/Female in each Band						
Rate		Male	Female		Male	Female
£0	£10.93	17	10		63.0%	37.0%
£10.93	£12.42	17	9		65.4%	34.6%
£12.42	£15.40	24	2		92.3%	7.7%
£15.52		23	2		92.0%	8.0%

2.11 Since the last set of (unpublished) figures in March 2020 the mean gender pay gap at TBTF has decreased by 10.1% points.

Comparison to national statistics and the Constituent Authorities

2.12 The parent authorities, Cornwall Council and Plymouth City Council have not yet reported figures for 2020. As soon as this information is available it will be circulated to the Joint Committee with detail of the previous year's figures if those are included in public documents.

3. What progress has been made at TBTF to reduce the pay gap

3.1 The Joint Committee endorsed a set of actions to improve the gender pay gap at its June 2019 meeting. These are repeated below:

- develop the use of existing career development and training opportunities with a particular emphasis on development for females;
- continued promotion of the benefits of flexible working practices to managers and ensuring managers engage teams on this subject;
- require managers to consider job re-design to encourage more flexible working and part-time opportunities when vacancies occur;
- To undertake a gender neutral language audit of all policies.

3.2 Progress to date on these four action points is as follows:

- a. a comprehensive training plan is being developed and an easily accessible intranet-based e-learning facility is being developed;
- b. the flexible working policy has been updated;
- c. job re-design has been considered as part of any recruitment to fill vacant posts, however because of the constraints in many positions redesign is very limited;
- d. a gender neutral language audit of all polices has been undertaken.

4. Future actions to reduce the pay gap

- 4.1 It is recognised that little structured progress has been reported on the use of existing career development and training opportunities focussed specifically on development for females. During 2021, managers will be working to develop this area.
- 4.2 There will be continued promotion of the benefits of flexible working practices to managers and ensuring managers engage teams on this subject.
- 4.3 It will also continue to be a requirement for managers to consider job redesign to encourage more flexible working and part-time opportunities when vacancies occur.

5. Benefits for Customers/Residents

- 5.1 Promoting the organisation as one which is inclusive to all in terms of work opportunities is of benefit to the reputation in the wider community.

6. Relevant Previous Decisions

- 6.1 The Joint Committee endorsed a set of actions to improve the gender pay gap at its March 2019 meeting.

7. Consultation and Engagement

- 7.1 Not Applicable

8. Financial Implications of the proposed course of action/decision

- 8.1 There are no direct financial implications relating to this report. There may be financial implications associated with reducing the gender pay gap but these will be managed within approved budget

9. Legal/Governance Implications of the proposed course of action/decision

- 9.1 No direct implications.

10. Risk Implications of the proposed course of action/decision

- 10.1 There is potential for any modification of terms and conditions to be perceived negatively or effect individual employees' remuneration negatively thus causing staff dissatisfaction and the potential for disruption to service.
- 10.2 A clear strategy is required before agreeing review of terms, accompanied by a detailed impact assessment.

11. Comprehensive Impact Assessment Implications

Not Applicable.

12. Options available

12.1 No further consideration of employment terms and conditions are made, with the organisation relying on measures listed in section four to reduce the gap.

13. Supporting Information (Appendices)

None.

14. Background Papers

None

15. Approval and clearance**All reports:**

Final report sign offs	This report has been cleared by (or mark not required if appropriate)	Date
Governance/Legal (Required for all reports)	Lia Musto-Shinton, Senior Corporate Governance Lawyer	
Finance (Required for all reports)	Geraldine Baker, Senior Business Analyst	
Equality and Diversity (If required)	Not Required	
Service Director (Required for all reports)	Vicky Fraser, Service Director for Transport (Interim)	
Strategic Director (If required)	N/A	