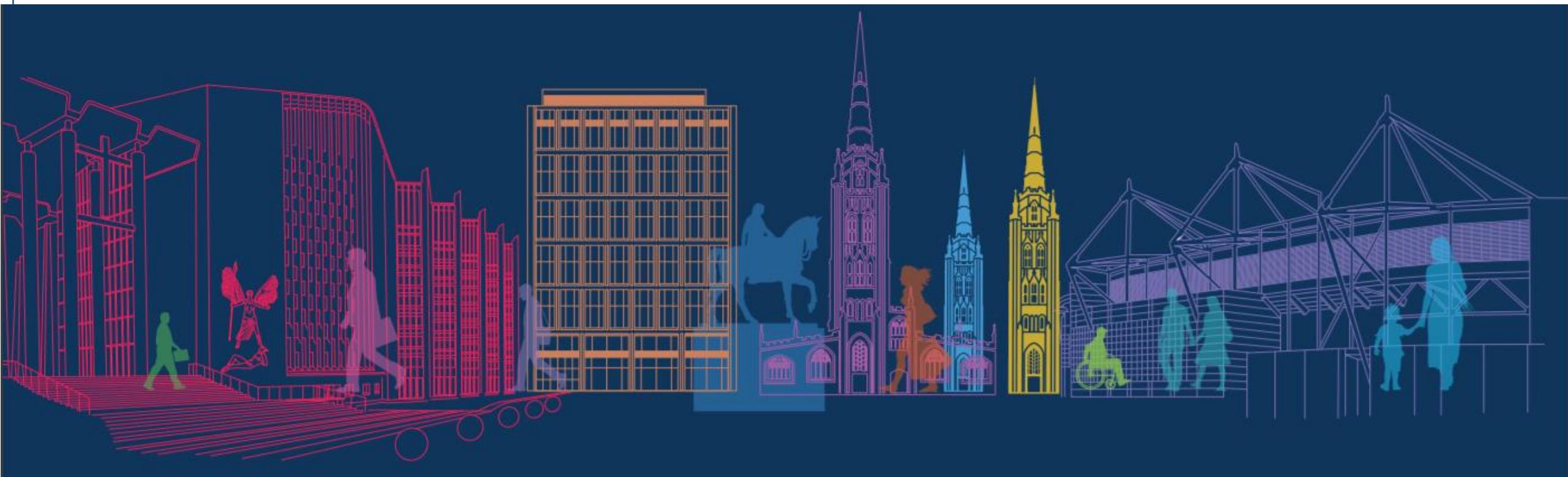


Coventry City Council

Gender Pay Gap Report 2019



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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. 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, 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 for this reason that we welcome the fact that over the last three years we have steadily made progress to close our Gender Pay Gap.

It began in 2017 when we reported that women were earning 90p for each £1 that a man earned. Now, we can report that in 2019 women earned £1.01 for every male pound earned when comparing median hourly rates of pay.

The introduction of specific initiatives has helped accomplish our goal of reducing our gender pay gap; such as the leadership training scheme which was taken up by over 400 of our senior staff, managers and aspiring managers, 67% of which were women.

Other factors that have also helped to address the imbalance include;

- in the past year, we have recruited more women than men in every grade of the organisation, including senior management roles
- a recent amendment to our flexible working policy has encouraged employees to work from home and our agile policy supports employees to balance their family obligations.

We want to continue to develop a positive work culture in which all employees feel included and valued. To this end, we have recently launched our One Coventry People Plan which includes our commitment to equality underpinning all we do.

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

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 of equal value.

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 3,384 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.



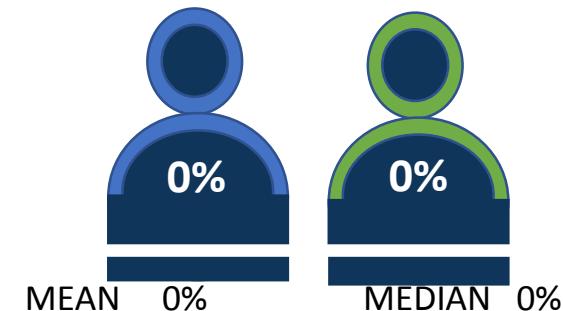
Our 2019 Results

Pay

Our results show that women earn £1.01 for every £1 that men earn when comparing median hourly wages

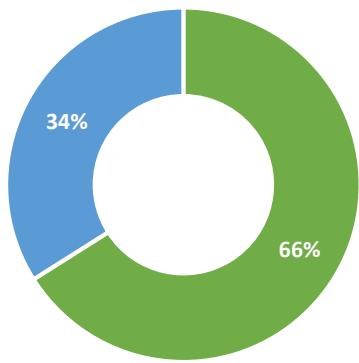
We do not operate any bonus schemes and therefore have a 0% difference between **men** and **women**

	2019	2018
MEDIAN	-1.15%	3.16%
MEAN	1.66%	2.46%

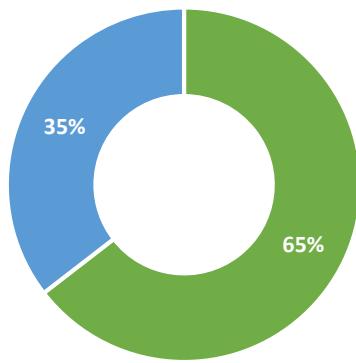


Pay Quartiles

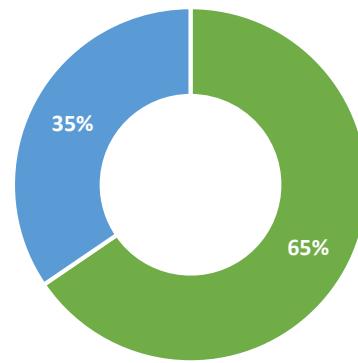
The proportion of **male** to **female** colleagues in each quartile pay band



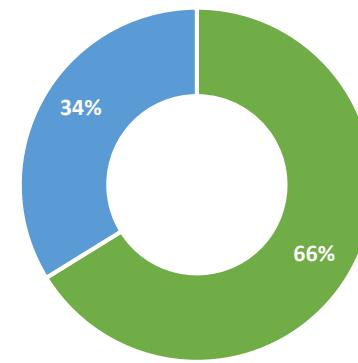
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile