

PUBLICA

Snapshot Date: 31/03/21. Date Published: 01/04/22

Gender Pay Gap Reporting

Introduction

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2018.

Employers with 250 or more relevant employees or more as at a 'snapshot date' are required to publish gender pay gap information by April 2022. The snapshot date for private sector employers is 5th April 2021 for this report, and will be 5th April of each year for reports in subsequent years.

Publishing is required by 5th April 2022 for this report and by the 5th April after the snapshot data for reports in subsequent years.

The regulations require that organisations publish the following information on the:

- [Gender pay gap data page on the Gov.uk website](#) and
- [Publica Group website](#)

This report covers all employees of Publica Group Ltd, including all permanent, fixed term employees and casual contracts, as set out in the ACAS Guidance, Managing Gender Pay Reporting.

There are six calculations to carry out as listed below.

- **Mean gender pay gap:** the percentage pay difference between the average mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** the percentage pay difference between the average median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gender pay gap:** The percentage difference between the average mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gender pay gap:** The percentage difference between the average median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **The proportion by gender receiving a bonus:-** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **The quartile pay bands:** The proportions of male and female full pay relevant employees in the lower, Lower middle, upper middle and upper quartile pay bands

Publica is committed to the principle of equal opportunities and equal treatment for all its employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. Publica operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and based solely on the work being done and the pay framework was agreed in consultation with the recognised Trade Unions.

Publica is confident that its gender pay gap is not because they pay men and women differently for the same or equivalent work. Instead the gender pay gap is because men and women work in different roles and these roles have different salaries.

Please note that Publica does not pay bonuses.

The issue of equal pay and the gender pay gap are often confused. While the former concerns pay differences between individuals or groups performing the same or similar work, the gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is, therefore, a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

Definition of pay

In accordance with the regulations, pay includes basic pay, paid leave, allowances, shift premiums and bonus pay. It **does not** include overtime, expenses, the value of any salary sacrifice schemes (the reduction of salary is included), benefits in kind, redundancy and severance payments.

The data set out in this report has been calculated using the standard methodologies and guidance of the Gender Pay Gap regulations.

Company’s workforce by gender



29.74% of our workforce are male

185 members



70.26% of our workforce are female

437 members

Mean gender pay gap

The mean gender pay gap for Publica is 18.2%

Comparison with other organisations

	Publica	2021 whole economy	2021 Public Admin and Defence
Mean Gender Pay Gap	18.2%	14.4%	5.5%

The **ONS Annual Survey of Hours and Earnings (ASHE) 2021** report states that the **whole economy Mean Gender Pay Gap is 14.4%** and for the sector (Public admin and defence) the Mean Gender Pay Gap is 5.5%.

The Mean Gender Pay Gap for Publica at 18.2% which is above that for the whole economy and significantly above that for organisations in the same sector. However there has been some improvement with the mean gender pay gap improving over recent years.

Publica is confident that men and women are paid equally for doing equivalent jobs across the organisation.

Progress

The table below shows progress each year.

Year	Publica mean gender pay gap	Change from previous year
2021	18.2%	-2.1%
2020	20.3%	+0.2%
2019	20.1%	+0.9
2018	19.2%	

Median gender pay gap

The median gender pay gap is 23.2%

Comparison with other organisations

	Publica	2021 whole economy	2021 Public Admin and Defence
Median Gender Pay Gap	23.2%	15.4%	11.7%

At 23.2% this is significantly higher than that reported for the whole economy and for the sector. This figure is marginally lower than last year. The median is more representative than the mean of typical pay differences, because it is less affected by a handful of considerably higher (or lower) salaries.

Progress

There has been some progress against the Median Pay Gap with the gap reducing year on year over the last 3 years.

Year	Publica Median Pay Gap	Change from previous year
2021	23.2%	-0.1%
2020	23.3%	-2.4%
2019	25.7%	+0.4%
2018	25.3%	-

Full time and part time employees

	Male	Female
Total	185	437
Full time	160	253
Part time	25	184

Whilst it is only necessary to report all full time relevant employees together, the above diagram breaks the gender group into part and full time employees.

Part time employees is more greatly populated by females. This is influenced by the far higher proportion of women tending to seek a home life balance for family commitments compared to men so they tend to be attracted to part-time roles that can fit around childcare provision. This pattern can also be seen nationally when looking at figures from the Office for National Statistics.

Quartiles

What is a quartile?

A quartile is a pay bracket that represents a quarter of the Council's workforce; the quartiles are in ascending order by rates of pay. The chart below shows the split between male and female employees in each quartile from the lowest to the highest.

Proportion of men and women in each quartile of the companies pay structure

The table below shows our workforce divided into 4 equal-sized bands based on hourly pay rates. Band A includes the lowest paid 25% (lower Quartile) and Band D cover the highest paid 25% (the upper quartile).

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	17.4% (27)	82.6% (128)
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	23.7% (37)	76.3% (119)
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	31.6% (49)	68.4% (106)
D	Includes all employees whose standard hourly rate places them above the upper quartile	46.2% (72)	53.8% (84)
All bands	All employees	29.7%	70.3%

Pay gap difference per quartile

Group	Males (£)	Females (£)	Pay gap (percent)	Males (n)	Females (n)	Effect on overall GPG (percentage points)
All employees	18.86	15.42	18.2	185	437	-
Band A (lowest)	10.33	10.76	-4.2	27	128	3.6pp
Band B	12.85	12.84	0.0	37	119	-1.3 pp
Band C	17.29	16.90	2.3	49	106	- 4.8pp
Band D (highest)	26.2	24.34	7.1	72	84	-12.9 pp

The impact of the distribution in each quartile on the GPG can be seen in table above with Band D having the biggest impact.

How Publica will work to close the gender pay gap

Publica is striving to do everything it reasonably can to reduce the gap. However this can be challenging as it is dependent on a number of factors e.g. career choices.

- Publica is committed to a policy of equality of opportunity in its employment, procedures and practices, ensuring they remain non-discriminatory and are compliant with current legislation.
- To ensure that the jobs employees undertake are of equal value, in setting the pay levels, Publica has a new pay framework developed with recognised trade unions. Evaluations are undertaken for all new jobs and where jobs significantly change.
- Publica recruitment and selection processes look to support its commitment to offer internal promotion opportunities and help develop long-term careers for employees with career pathways.
- Publica has developed its flexible and agile working approach to allow its employees to work at home when possible, which supports a healthy work life balance.
- Flexible and agile working is offered throughout Publica for all levels of jobs.
- Publica aims to support women returners to work following maternity/adoption leave in order to enable them to return to work and maintain a healthy work life balance.
- Additionally there is shared parental leave policy that encourages male employees to also consider the option to share the time off to allow for a work life balance.
- Publica will continue to develop its agile working approach to offer further flexibility that will enable employees to continue to develop within the organisation whilst still enabling them to get the best out of their home/work life balance.
- Publica has launched a menopause policy that supports women in the workplace.
- Publica has signed up to the Tech Talent Charter which seeks to encourage diversity into ICT roles.

Signed



Date: 3 May 2022

Frank Wilson