



Gender Pay Gap Report 2023

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1. Background

- 1.1** The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require specified public authorities with 250 or more employees, to publish a report of Gender Pay each year. The information must be based on the sample date of 31 March and must be published by no later than 04 April of the following year.
- 1.2** The Regulations use an 'extended' definition of who counts as an employee. The following groups are included:
- Employees (those with a contract of employment)
 - Workers and agency workers (those with a contract to do work or provide services)
 - Some self-employed people (where they have to personally perform the work)
- 1.3** For the purpose of the report, data has been gathered from the following sources:
- Liverpool Streetscene Services Ltds payroll and pensions provider, Liverpool City Council's (LCC) Payroll and Pensions service, for information about employees
 - Matrix, LSSL's designated neutral vendor, for information about agency workers.
 - A review of the procurement process for information about self-employed people and workers
- 1.4** Contributing factors to a gender pay gap can include:
- any areas or occupations where either female or male employees historically have been underrepresented
 - child birth.

- 1.5** On the issue of child birth, the Institute for Fiscal Studies reported that there is an average pay gap of over 10% between men and women, which then increases significantly if a woman has children, so that a woman’s hourly pay can be around a third below a man’s hourly pay by the time the first child is 12 years old.
- 1.6** It is important to note the difference between the Gender Pay Gap and Equal Pay. Equal Pay concerns the pay differences between men and women for doing the same or similar jobs or work of equal value. Gender Pay is concerned with the gap between the average salaries of men and women in the organisation as a whole.

2. Gender Pay Information for 31 March 2023

2.1 Total Number of Employees

Table 1: Total number of employees in the group

Category	No of Employees	% of Employees
Male	529	95.83%
Female	23	4.17%
Total	552	

Notes:

- Liverpool Streetscene Services has a significantly higher proportion of male employees.
- The workforce comprises predominantly manual employees and the functions delivered by LSSL, including street cleansing, refuse and recycling, grounds, parks and highways maintenance have historically been male dominated areas of work. These roles have also historically been paid at the lower end of the pay scale.

2.2 Mean and Median Average Pay

Table 2: Mean and Median Average Pay

Category	Amount
Male Mean Hourly Pay	£14.92
Female Mean Hourly Pay	£17.06
Mean Gender Pay Gap (as a %)	-14.37
Male Median Hourly Pay	£13.25
Female Median Hourly Pay	£15.55
Median Gender Pay Gap (as a %)	-17.39

Definitions:

- The Mean is the average salary, calculated by totalling all the salaries in the group and dividing by the total number of employees in the group and expressing the figure as a percentage figure.
- The Median is the mid-point salary, calculated by listing all the salaries in numerical order and finding the middle salary and expressing as a percentage figure. Where there are an even number of salaries, the median is determined by adding the two middle numbers in the rank together and dividing by 2, which will then confirm the median figure.

Notes:

- The average mean hourly rate for male employees in the organisation has increased from £13.83 per hour in 2022 to £14.92 per hour in 2023. The average mean hourly rate for male employees in 2023 is £2.14 per hour lower than for female employees which is a decrease on 2022 figures where the gap was reported at £3.89 per hour. This produces an average mean gender pay gap of -14.37 % in favour of female employees a reduction in comparison to 2022 when the gap was -28.13%.
- The average median hourly rate for male employees is £13.25 per hour, which is £2.30 lower than female employees, giving an average median gender pay gap of -17.39% in favour of female employees in comparison to -35.37% in 2022.

- One reason for the historic gap between male and female hourly pay rates can be attributed to the services provided and functions performed by LSSL, which have traditionally been male-dominated job roles at the lower end of the pay scale. Not only are there significantly more male employees in the organisation but there are also more male employees at the lower end of the pay scale. Conversely, although there are significantly less female employees in the organisation, a larger proportion of the total female staff (83%) occupy non-manual roles, which attract higher salaries on the pay scale than operational, manual posts.
- The mean and median pay gap have both decreased since 2022, however both still favour female employees. Although female staff remain under represented in the workforce as a whole, the percentage of females as a percentage of the total workforce has increased from 3.25% in 2022 to 4.35% for this reporting period, 2023. The reduced but continuing gender pay gap in favour of female employees during the reporting period, can be attributed to the outcome of service reviews, whereby a larger proportion of male employees have been appointed to higher paid non operational management posts than they previously occupied.
- It is important to note that these figures are not a comparison of like for like roles. LSSL roles have specific grades on the NJC pay scale. Therefore, the salary for the post is determined by the application of an objective set of criteria to the job rather than the employee occupying that job, so as to reduce the risk of different rates of pay being applied to the same job based on gender. This can be demonstrated from the data used to generate the figures for this Gender Pay Gap report. Female employees are identified as occupying manual posts within the refuse and recycling and street cleansing service areas, all of whom receive the same rate of pay as their male counterparts.

2.3 Pay Quartiles

Table 3: Pay Quartiles

Category	Male Employees %	Female Employees %
Top Quartile	91.30	8.70

Upper Middle Quartile	96.38	3.62
Lower Middle Quartile	99.28	0.72
Lower Quartile	96.40	3.60

Definitions:

- A Quartile is 25% of the employees in a group, so the lower quartile is the bottom 25% in terms of pay, the lower middle quartile is between 25% and 50%, and so on.

Notes:

- The total female headcount has increased by 4 since the last reporting period.
- The percentage of female employees in the top quartile is higher than the total amount of female employees in the organisation. The percentage of females in the top quartile has increased by 1.37% from 2022 data. There are less females in the lower quartile (3.66%) than the total amount of female employees in the organisation (4.17%).
- This situation is reversed for male employees, with the percentage of male employees in the top quartile (92.67%) being lower than the total percentage of male employees in the organisation (95.83%), which remains constant from the 2022 report. Meanwhile the percentage of males in the lower quartile (96.40%) is higher than the total percentage of male employees in the organisation of 95.83%.
- The percentage of female employees in the upper middle quartile for 2023 is slightly lower than the total percentage of female employees in the organisation at 3.62%, increased marginally from 2022's figure at 3.31%.
- The reasons for the increases in females in the top and upper middle quartiles can be attributed to 3 of the 4 female new starters being appointed into non operational roles attracting a higher hourly rate of pay.
- Additionally, there is also an increase in the % of females in the lower quartile in 2023, than in the previous reporting period. This is due to 1 of the 4 female new starters, being TUPE transferred into LSSL from another employer. In accordance with the TUPE legislation the employee

transferred on their contractual rate of pay for their administrative role, which was set at a significantly lower hourly rate than comparable posts in LSSL, and indeed also comparably lower in relation to the hourly rate for operational roles within LSSL.

- In previous years it has been highlighted that whilst the percentage of female employees occupying higher graded posts as a total percentage of the female workforce is higher, the percentage of women in the upper quartile is still low. One of the explanations is that there is still an absence of women across more senior operational management roles, of which there are a higher number of posts in the structure, but most of which remain occupied by male employees. Whilst it is positive that succession planning strategies are providing internal candidates with progression and promotion opportunities within the organisation, these are invariably occupied by male employees due to the higher proportion of males across the workforce. However, reporting data for 2023 reinforces the positive trend in 2022, that where posts within the top pay quartiles have become vacant, there have been additional female appointments which assist in continuing to diminish the existing imbalance.

2.4 Bonus Pay

Table 4: Bonus Pay

Category	Amount
Male Mean Bonus	£171.05
Female Mean Bonus	£0.00
Mean Bonus Pay Gap	100%
Male Median Bonus	£150.00
Female Median Bonus	£0.00
Median Bonus Pay Gap	100%

Definitions:

- Liverpool Streetscene Services Ltd does not pay bonus in the traditional sense of the word. However, the definition of bonus for the purpose of the Regulations includes any payment relating to profit sharing, productivity,

performance, incentive and commission, received in the form of cash or vouchers, which may include long service and other awards. There is no form of performance, incentive or commission paid within LSSL however, the only payment that has been made which complies with the definition for the LSSL figures, relates to one off long service awards which are only issued on the anniversary of staff reaching 25 and 40 years' service and are given in the form of vouchers.

Notes:

- The percentage of employees in receipt of an award that can be described as a 'bonus' is 3.44% of the total workforce and 3.59% of the total male headcount. Broken down by gender this equates to 100% of male employees and 0.00% female employees.
- As noted above, whilst this is not a bonus, LSSL has issued a number of long service awards to eligible employees who reach either 25 or 40 year's service. Staff only receive this award as a singular payment, once they reach these milestones and this is not a regular, recurring bonus payment. One of the reasons that no female employee has been issued with this long service award by March 2023 is because the majority of the roles undertaken within LSSL have been historically manual, male dominated roles with low attrition rates. Female employees within the organisation have not traditionally undertaken these roles and have occupied their roles for significantly less time and therefore have less continuous service than their male employee counterparts. This has led to a bonus pay gap in favour of male employees.

End.