

Gender Pay Gap Report 2020

Summary

In 2019, New Anglia LEP agreed to review and report on its gender pay gap annually, despite not being legally required to do so. It was felt that it is a good process to follow to ascertain our position in terms of gender pay and analyse whether action should be taken. Appointments to the LEP executive team are made on merit with a rigorous recruitment process followed. Opportunities for development are open to all members of the team and we follow a continuous performance management process to ensure all members of the team can develop and grow within their roles. The LEP also follows a robust equality and diversity policy to ensure fairness and transparency across all its functions.

The LEP is governed by a non-remunerated board of directors. The LEP board is committed to achieving equal representation of female board members by 2023 in line with government requirements. The board are non-remunerated; therefore, they do not influence the statistics provided within this report.

Overall, the gender pay gap for New Anglia LEP stands at 5.02%, which means that men are being paid more than women. The LEP are committed to addressing the issues causing this gap and will look to take action to close it.

Background

New Anglia LEP is an employer voluntarily choosing to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee's data.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

This gender pay gap report shows the overall difference in average pay for all men and women working for New Anglia LEP. It does not compare men and women doing the same role.

The gender pay gap is different to equal pay, which deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. Legally, men and women performing equivalent work must be paid the same.

The calculations used follow the requirements set out by government and all employees deemed to be full paid relevant employees at 5 April 2020 are included.

Results



As at 5 April 2020, New Anglia LEP employed 54 people, 51 of which are deemed to be relevant full pay employees. Of the overall team, 37% are male and 63% are female.

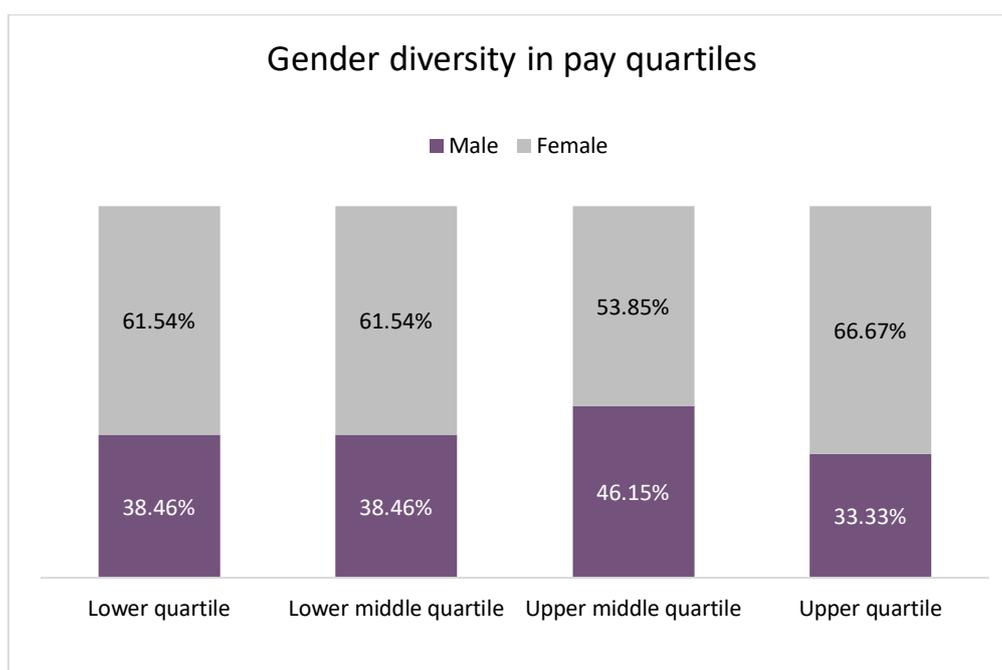
Looking specifically at the relevant full pay employees, **the mean gender pay gap is 5.02%**. This is the difference between the mean hourly rate of pay for men and women, which is calculated by adding together all the male and female hourly pay separately and then dividing by the number of men and women respectively.

The median gender pay gap, the difference between the median hourly rate of pay for men and women **is 7.35%**. The median rate of pay is the mid-point of the salary range for men and women.

The gender pay gap nationally for all employees stands at 15.5% for 2020, down from 17.4% in 2019, which indicates that New Anglia LEP is one of the lowest. Equally, the local government sector pay gaps stands at 6.1% for 2019, a reduction of 0.7% from 2018.

New Anglia does not award bonus payments and therefore cannot report on gender pay bonus gaps.

Employees have been divided into four groups according to their pay band. Those in the upper quartile are the highest paid, while those in the lower quartile are the lowest paid. The proportions of male and female full pay relevant employees within the quartile pay bands are shown below:



This data shows us that there is a relatively even spread of men and women across the pay quartiles.

Actions

New Anglia has an open recruitment policy with vacancies advertised widely and appoints on skills and competencies. This ensures that the right person is appointed to the roles available.

Flexible working is made available to all employees and there are a number of family friendly policies in place to support all members of the team.

The equality and diversity policy has been strengthened and an action plan has been developed to roll out across the organisation, including board members. This will provide better visibility of equality and diversity in recruitment and promotion. Managers have undertaken equality and diversity training, plus the team have received training on the Public Sector Equality Duty.

We are also committed to developing our team with a focus on formal external and internal training plans. Our continuous performance management process has been reviewed and strengthened, plus further training for managers has been introduced.

Conclusion

The results show that New Anglia LEP is in a good position with a low mean and median gender pay gap, however work is needed to ensure this is reduced further still.

Signed

This report has been prepared by the HR team of the LEP executive and has been reviewed by the leadership team and the Remuneration Committee.

Signed: Mark Jeffries, Chair
Remuneration Committee