

## **Totally Local Company Ltd – Gender Pay Gap Statement** **March 2019**

Totally Local Company Ltd sets employee pay against the Local Government NJC Pay Scale, living wage and Foundation living wage aiming to attract and retain skilled people to deliver our services without discriminating against gender.

Totally Local Company consulted and negotiated new contracts terms for those employed after May 2013 to support the needs of the business and ensure survival following the significant financial deficit in 2012. The strategy aimed to safeguard jobs and support the business plan to recover the financial position of the company.

The current Living Wage level set nationally in November each year is £7.83 per hour. Totally Local Company Ltd has committed to review its approach to application of the Foundation Living Wage in line with NJC Pay Scale agreement and is currently set at £8.50 per hour. Totally Local Company Ltd employs Apprentices of all ages. They are paid at the national minimum wage rate for their age, which is higher than the apprentice rate during their first year of employment.

In support of compliance and its requirements made the data and figures will be published by 31st March 2019 by Totally Local Company Ltd.

Totally Local Company Ltd is a supportive and flexible employer with a range of flexible working patterns and models available to all employees, these include, flexible working, term time, part time, job share, agile and home working. We also operate a “blind” recruitment process to support transparent gender consideration. Totally Local Company Ltd has a number of female role models in management positions and since new contracts from May 2013 we are able to demonstrate positive trends in the GPG.

Totally Local Company Ltd.’s will continue its efforts to improve GPG including: identifying areas where it is difficult for female workers to access, improving career development opportunities through PDR and Passport to Leadership initiatives (from April 2018).

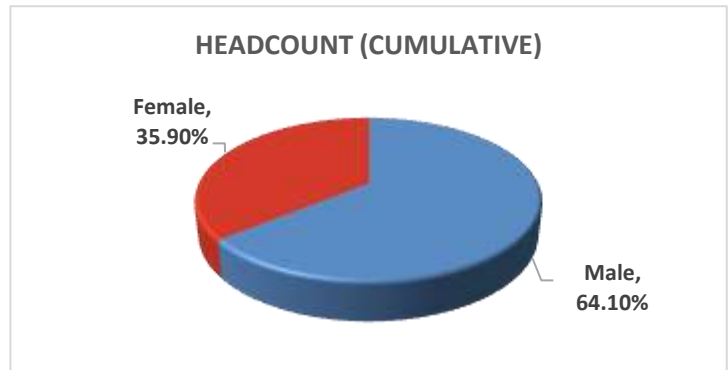
This statement has been approved by Totally Local Company Ltd Chief Executive and published on the Totally Local Company Ltd.’s website

## Totally Local Company – Gender Pay Gap Reporting March 2019

Relevant employees are all employees employed by Totally Local Company Ltd. The GPG data is a snapshot due to exclusions required for this reporting exercise, for example, employees absent due to sickness, leave of absence, and annual leave.

### Headcount based on number of positions (Cumulative)

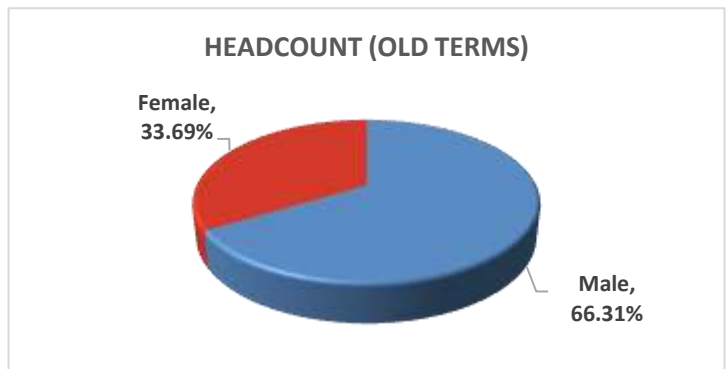
|               |            |               |
|---------------|------------|---------------|
| <b>Male</b>   | 425        | <b>64.10%</b> |
| <b>Female</b> | 238        | <b>35.90%</b> |
| <b>Total</b>  | <b>663</b> |               |



### Headcount Based on number of

|               |            |               |
|---------------|------------|---------------|
| <b>Male</b>   | 250        | <b>66.31%</b> |
| <b>Female</b> | 127        | <b>33.69%</b> |
| <b>Total</b>  | <b>377</b> |               |

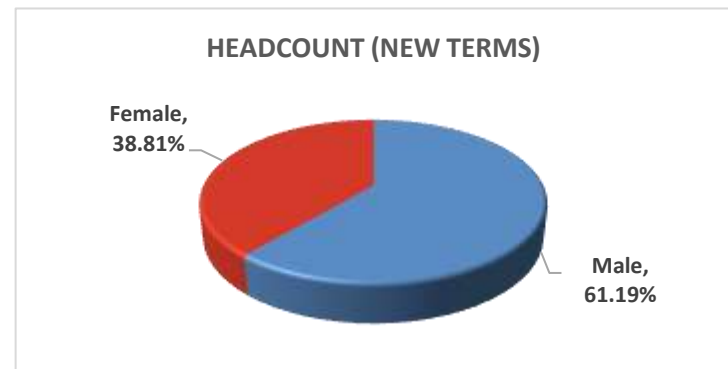
### positions (Old Terms)



### Headcount Based on numbers of

|               |            |               |
|---------------|------------|---------------|
| <b>Male</b>   | 175        | <b>61.19%</b> |
| <b>Female</b> | 111        | <b>38.81%</b> |
| <b>Total</b>  | <b>286</b> |               |

### positions (New Terms)



## Totally Local Company Ltd – Calculations

| Difference in Mean Hourly Rate of Pay<br>(Cumulative)   | Difference in Median Hourly Rate of Pay<br>(Cumulative)   |
|---|---|
| Male            £10.96<br>Female        £10.25<br><br>$\frac{(\pounds10.96 - \pounds10.25) \times 100}{\pounds10.96} = \mathbf{6.45\%}$ | Male            £9.98<br>Female        £8.81<br><br>$\frac{(\pounds9.98 - \pounds8.81) \times 100}{\pounds9.98} = \mathbf{11.72\%}$ |

| Difference in Mean Hourly Rate of Pay<br>(Old Terms)  | Difference in Median Hourly Rate of Pay<br>(Old Terms)  |
|---|---|
| Male            £11.05<br>Female        £9.95<br><br>$\frac{(\pounds11.05 - \pounds9.95) \times 100}{\pounds11.05} = \mathbf{9.93\%}$ | Male            £10.24<br>Female        £9.23<br><br>$\frac{(\pounds10.24 - \pounds9.23) \times 100}{\pounds10.24} = \mathbf{9.86\%}$ |

| Difference in Mean Hourly Rate of Pay<br>(New Terms)  | Difference in Median Hourly Rate of Pay<br>(New Terms)   |
|---|--|
| Male            £10.83<br>Female        £10.60<br><br>$\frac{(\pounds10.83 - \pounds10.60) \times 100}{\pounds10.83} = \mathbf{2.17\%}$ | Male            £8.95<br>Female        £8.36<br><br>$\frac{(\pounds8.95 - \pounds8.36) \times 100}{\pounds8.95} = \mathbf{6.59\%}$ |

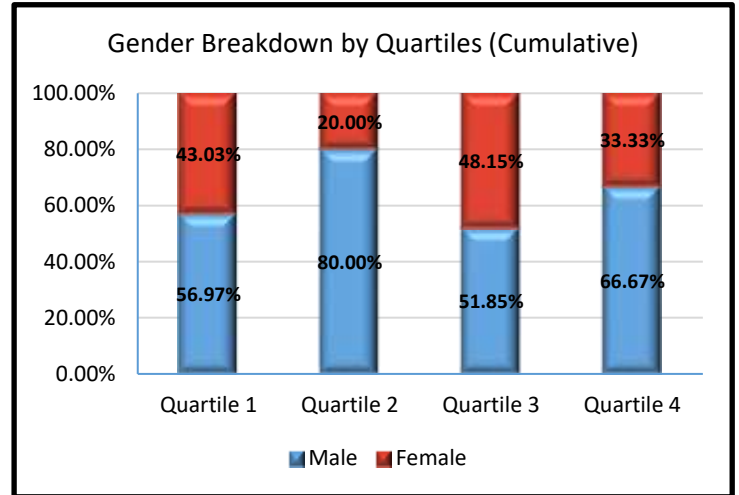
A positive percentage figure reveals that typically or overall, female employees have lower pay than male employees. The highlighted data under the new terms, shows an indication of positive gender pay change from the old terms pay landscape.

A business which has been taking action to reduce the gender pay gap for some time produces results with noticeably low levels of gender pay inequality across all the calculations, however Totally Local Company Ltd notes there is still a pay gap remaining, and understands this is in part due to less recruitment of women locally.

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

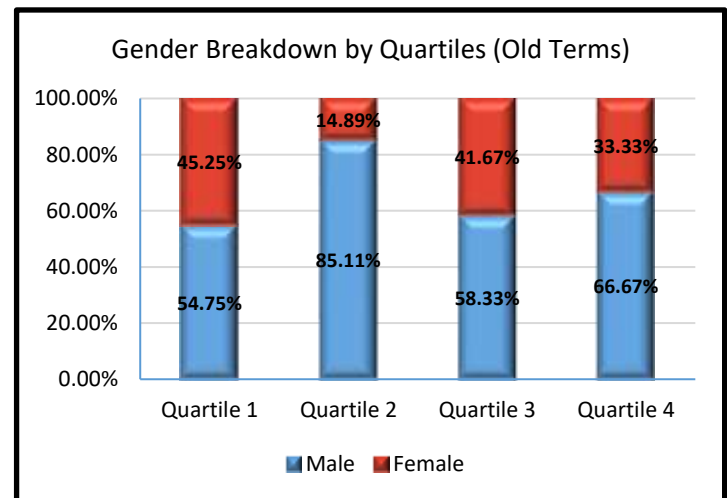
**Proportion of Male and Female Employees According to Quartile Pay Bands  
(Cumulative)**

| Quartile                 | Hourly Rate Range | Male Headcount | Female Headcount |
|--------------------------|-------------------|----------------|------------------|
| 1 –<br>(Point 6 - 18)    | £8.50 - £9.78     | 237 (56.97%)   | 179 (43.03%)     |
| 2 –<br>(Point 19 – 32)   | £10.08 - £15.06   | 164 (80.00%)   | 41 (20.00%)      |
| 3 –<br>(Point 33 – 45)   | £15.50 - £21.18   | 14 (51.85%)    | 13 (48.15%)      |
| 4 –<br>(Point 46 – Spot) | £21.69 - £60.84   | 10 (66.67%)    | 5 (33.33%)       |



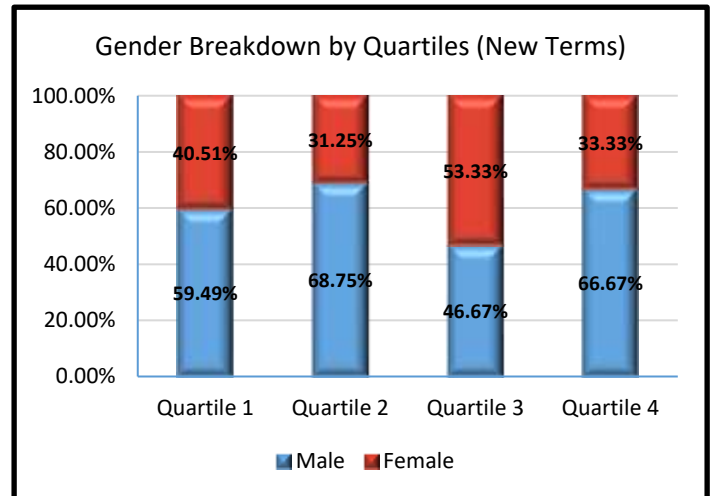
**Proportion of Male and Female Employees According to Quartile Pay Bands  
(Old Terms)**

| Quartile                 | Hourly Rate Range | Male Headcount | Female Headcount |
|--------------------------|-------------------|----------------|------------------|
| 1 –<br>(Point 6 - 18)    | £8.50 - £9.78     | 121 (54.75%)   | 100 (45.25%)     |
| 2 –<br>(Point 19 – 32)   | £10.08 - £15.06   | 120 (85.11%)   | 21 (14.89%)      |
| 3 –<br>(Point 33 – 45)   | £15.50 - £21.18   | 7 (58.33%)     | 5 (41.67%)       |
| 4 –<br>(Point 46 – Spot) | £21.69 - £60.84   | 2 (66.67%)     | 1 (33.33%)       |



### Proportion of Male and Female Employees According to Quartile Pay Bands (New Terms)

| Quartile                    | Hourly Rate Range | Male Headcount | Female Headcount |
|-----------------------------|-------------------|----------------|------------------|
| 1 –<br>(Point 6 - 18)       | £8.50 - £9.78     | 116 (59.49%)   | 79 (40.51%)      |
| 2 –<br>(Point 19 - 32)      | £10.08 - £15.06   | 44 (68.75%)    | 20 (31.25%)      |
| 3 –<br>(Point 33 - 45)      | £15.50 - £21.18   | 7 (46.67%)     | 8 (53.33%)       |
| 4 –<br>(Point 46 –<br>Spot) | £21.69 - £60.84   | 8 (66.67%)     | 4 (33.33%)       |



Comparing the results between the quartiles indicates the distribution of full-pay relevant male and female employees across the organisation, and highlights again an improvement in trend between the gender pay gap showing that under the new terms Totally Local Company Ltd is bridging the gap in the number of gender pay data for employees sitting on higher salary bands, in addition to lesser gender pay gaps within all quartiles.

Totally Local Company Ltd only have a small proportion of women in senior posts comparative to male employees. Further, considering all 4 quartiles, our gaps may be wider due to:

- Women are more likely than men to have had breaks from work that have affected their career progression;
- We have more part-time working women, the majority of such roles being paid via NJC and living wage salaries;
- Due to the nature of TLCs operations and services, we predominately attract male applicants for front line roles.

Under new terms the GPG is confidently on a level setting within all four quartiles. We realise that whilst this is a great step forward positive interventions need to continue.