

Kildare County Council

Gender Pay Gap Report 2022



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1. Introduction



Sonya Kavanagh, Chief Executive,
Kildare County Council

Kildare County Council is pleased to publish this, our first Gender Pay Gap Report, for 2022. Our people are at the core of our organisation, and we strive to promote, build and sustain an inclusive workplace that provides equality of opportunity and where our employees feel valued.

We are constantly striving to develop, improve and to reflect the society and communities that we are delivering for. Equality and diversity are at the core of this development, including new

communities and diversity and inclusion in the broadest sense, in addition to gender equality.

Kildare County Council is committed to our work in this area. We aim to be an employer of choice nurturing and empowering employees in a positive, dynamic and healthy working environment. We will continue to monitor our own progress, work closely with colleagues across the sector to ensure best practice and look forward to reporting on this in the years to come.

Our gender pay gap report for 2022 depicts a well-balanced workforce and we remain committed to removing workplace barriers to equality and diversity, with the ultimate aim to creating an open and inclusive workplace.

Sonya Kavanagh
Chief Executive

2. About us

Local government in Ireland

There are 31 local authorities and 3 regional assemblies in Ireland. Local authorities are the closest and most accessible form of government to citizens. They have responsibility for the delivery of a wide range of services in their local area, with a focus on making cities, towns, villages, and the countryside attractive places in which to live, work and invest.

Local authority services make a significant contribution to the physical, cultural, social, and environmental development of communities and include housing, planning, infrastructure, environmental protection and the provision of amenities and recreation and community infrastructure.

Local authorities play a key role in promoting social inclusion and quality of life and supporting economic development and enterprise at a local level. Local authorities take the lead role in shaping the strategic vision of the county or city. They also work in partnership with other state, public and private bodies in the delivery of critical infrastructure and shared services.

Local authorities deliver hundreds of services and implement policy across a range of areas including:

- Arts and culture
- Climate action
- Community services
- Economic development
- Environment
- Housing
- Libraries
- Parks and open spaces
- Planning
- Roads and transport
- Tourism

Local authority employees come from a wide range of backgrounds with diverse skill sets, qualifications, and experience. Roles in the sector include:

- Accountants
- Administrators
- Apprenticeships
- Archaeologists
- Architects
- Archivists
- Conservation officers
- Engineers
- Fire fighters
- General service and tradespeople
- Graduates
- Health and Safety
- Information technology specialists
- Librarians
- Planners
- Senior management roles
- Technicians

Working for Kildare County Council gives our employees the opportunity to gain experience at the heart of local government and to make a real difference for County Kildare. Everything we do in Kildare County Council is geared towards making County Kildare a great place to live and work and our employees play a vital role in that ambition.

Kildare County Council

County Kildare is an inland county located in the mid-eastern region of Leinster covering with an area of 169,550 hectares and a total population of 246,977. The county acts as a major transport hub to the country through its major road and rail infrastructure, as well as offering scenic landscapes, vibrant, active urban and rural communities and an unrivalled equine tourism scene.

Within its five municipal districts, Athy, Celbridge-Leixlip, Clane-Maynooth, Kildare-Newbridge and Naas, Kildare County Council employs a diverse workforce of over 1,100 employees. Our people deliver services to both citizens and visitors to County Kildare, which includes the provision of housing, planning, development, environmental, roads and traffic, leisure, and community services.

Kildare County Council's corporate vision is:

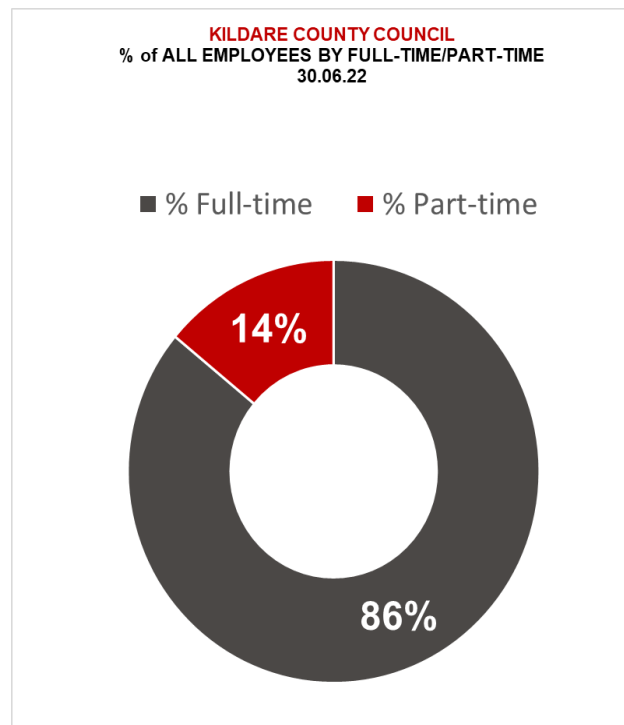
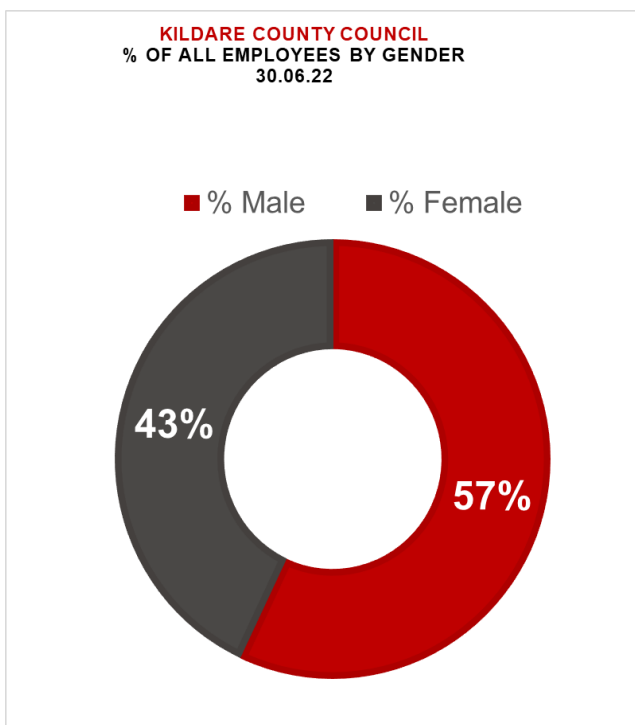
Kildare.... Living; growing; leading
Working together towards an inclusive and sustainable County

As an organisation, we are working towards shaping a sustainable, climate action focused future, while improving the quality of life of all citizens. The Council seeks to achieve this by delivering enabling infrastructure, efficient accessible services and pursuing our vision through collaboration, innovation, inclusion and community engagement. Our employees are our most valuable asset and are at the heart of all we do.

Workforce Profile

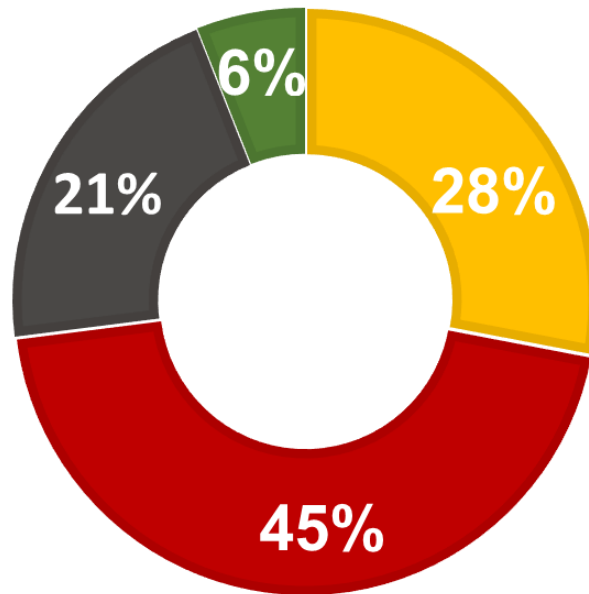
Our employees work in a dynamic and progressive local authority which promotes training, development and well-being of our employees who are our most valuable resource.

The charts below show the profile of all employees by gender, full time/part time and by job category.



KILDARE COUNTY COUNCIL
% OF ALL EMPLOYEES BY
JOB CATEGORY
30.06.22

- % General Service
- % Management & Administrative
- % Professional & Technical
- % Fire Service



Breakdown of Staff by Category and Gender:

Category	% Staff	% Male	% Female
General Services	28%	26%	2%
Management & Administration	45%	11%	34%
Professional & Technical	21%	14%	7%
Fire Service	6%	6%	<1%

3. Gender Pay Gap Reporting

Gender Pay Gap Reporting 2022

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. 2022 is the first year that organisations will have to report on their Gender Pay Gap.

Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date, which for local authorities, the snapshot date is 30 June 2022. Organisations have six months to prepare their calculations, before reporting six months later during December 2022. The information must be published on the employer's website or in some other way that is accessible to all its employees and to the public.

Who is included?

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave. The mean and median figures must also be given separately for part-time and temporary employees.

What do we mean by the gender pay gap?

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role.

The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in the local government sector are paid equally for work that is the same or similar or for work of equal value, therefore this report does not examine equal pay. Rates of pay within the sector are agreed through national wage agreements negotiated regularly between employers and staff representatives. Most employees are paid according to an incremental salary scale and the salary ranges for various roles are available on the local government jobs website at www.localgovernmentjobs.ie

Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using the following measures:

MEAN GENDER PAY GAP
<p>This shows the % difference between the</p> <p>average hourly rate of pay for males and average hourly rate of pay for females</p> $\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$
MEDIAN GENDER PAY GAP
<p>This shows the % difference between the</p> <p>median hourly rate of pay for males and median hourly rate of pay for females</p> $\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates})}{\text{median of male hourly rates}} \times 100$

The **mean** is the average. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

The **median** is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap.

For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid.

If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median).

It is also important to remember that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earning between males and females.

Quartile Pay Bands

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across various levels of the organisation.

Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

To group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage e.g., percentage of male employees in

the lower quartile and percentage of female employees in the lower quartile (and so on).

Bonus and benefit-in-kind

Figures must also be provided for bonus payments or benefit-in-kind payments if these apply. Bonus payments do not apply within the local government sector.

Benefit in Kind may arise in certain circumstances, such as where some professional fees are paid by the employer.

Factors that can have an impact on the gender pay gap

As mentioned, this report does not look at equal pay. Every employee, regardless of gender is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by a number of complex factors including:

- Occupational segregation – some job categories or occupations may have traditionally attracted more females than males or vice versa.
- Working patterns – full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
- Time of year – temporary or seasonal workers may be recruited for different roles which may attract a different rate of pay.
- Gender breakdown of senior roles at higher salaries – a small number of higher paid employees can affect the average figures.
- Gender breakdown of lower paid roles – a large number of lower paid employees can affect the average figures.

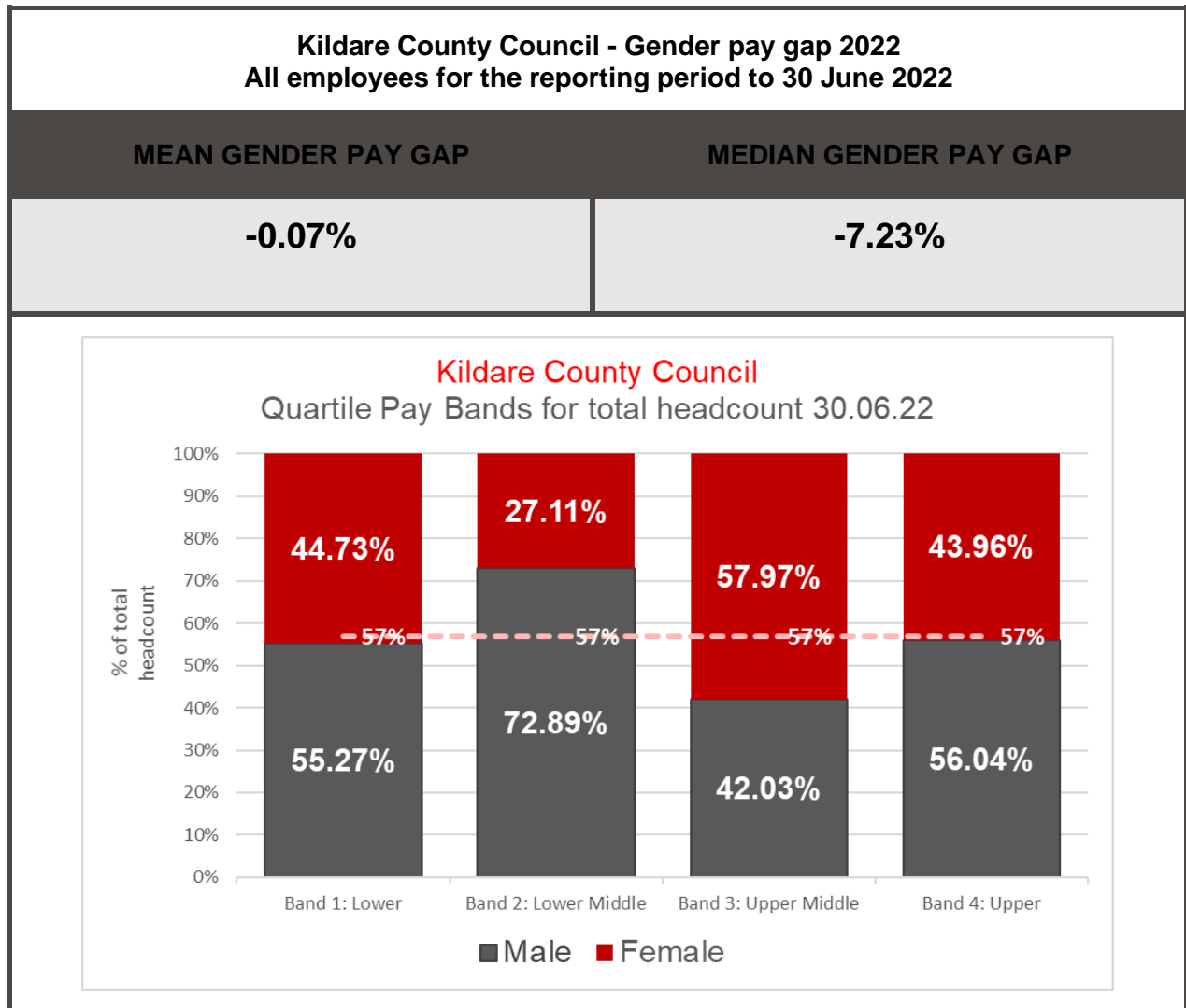
If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

4. Our figures

Mean and Median Gender Pay Gap and Pay Band Quartiles – All employees



Note: 57%/43% is the male/female gender breakdown of all employees on 30 June 2022. This is shown by the dotted line above.

In order to understand the gender pay gap it helps to set out the broader context of the workforce gender profile and the distribution of males and females across the various sectoral categories. On June 30th, 2022, the gender breakdown of staff employed by Kildare County Council was 57% male and 43% female. Staff can be categorised across 4 distinct categories, General Services, Management and Administration, Professional and Technical and Fire Service.

On June 30th, 28% of our staff were employed in General Services, what is noteworthy about this cohort is that 26% of this 28% were male with only 2% female. This

occupational segregation is almost reversed when the management and administration category is considered, 45% of KCC staff were employed in this category, 34% female and 11% male.

In keeping with these traditional norms, the professional and technical category, representative of 21% of the workforce, had a gender breakdown of 14% males, 7% female. This is further reflected in the fire service who account for 6% of the workforce with almost all of this being male and less than 1% female.

In considering the mean and median gender pay gap it is important to consider the impact of the organisational gender profile. A small number of higher paid males or females will impact the figures just as a larger number of lower paid males or females will. At a macro level it is noteworthy that the largest percentage of males is within the general services cohort, which would generally be lower paid roles within the organisation.

The **Mean Gender Pay Gap** shows that on average, the hourly pay rate of females is 0.07% higher than males in Kildare County Council. From the data gathered, this narrow gender pay gap is influenced by the number of women occupying roles at middle and senior management level.

The **Median Gender Pay Gap** shows that the median rate of pay for females is 7.23% higher than the median rate of pay for males throughout the organisation. The Median Gender Pay Gap is the difference between the hourly rates associated with the “middle” male and female cohorts. This can be explained by the higher number of males occupying lower/middle paid roles and a higher number of females in upper /middle paid roles.

Looking at the distribution of employees across the four **Quartile Pay Bands** helps us examine pay at different levels of the organisation.

These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation. (The organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or

Quartiles - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile).

The split for each of the 4 quartiles is broadly in line with our workforce demographics of 57% male and 43% female and is closest to this demographic in bands 1 and 4.

The breakdown in Quartile Pay Band 1 in respect of the lower pay bands shows a negligible pay gap, of 57% male, 43% female.

In relation to Quartile Pay Band 2, analysis of this data shows a higher percentage of males (73%) in the lower to middle pay band. It is evident that this is due to occupational segregation. Some job categories or occupations in this band have attracted more males than females e.g. Retained Fire Fighters, Outdoor Workers such as Drivers, General Operatives, Caretakers.

A higher percentage of females (58%) occupy band 3, upper middle pay band. This points to a higher number of females occupying middle management administrative roles than males. When we drill down into the data, we can see that most males in this band fall under the category technical or outdoor.

An analysis of band 4, upper pay band, shows a 56% male / 44% female gender breakdown at senior grades which is closely matched to our workforce demographics of 57% male / 43% female. This is to be welcomed and reflects significant progress on gender balance in senior roles.

In summary, analysis of gender pay when considered in the context of workforce demographics results in a very narrow gender pay gap overall.

Kildare County Council is committed to continued support of gender equality as set out in Section 6.

Mean and Median Gender Pay Gap: Part-Time Employees

Kildare County Council Gender pay gap 2022 Part-time employees for the reporting period to 30 June 2022	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-6.35%	-7.41%

14% of all our employees on 30 June were working part-time. Of these, 37% are male and 63% are female.

Factors influencing the pattern of part-time employees across the organisation include a range of flexible work options for part-time work, which, while available to all employees, have a greater take-up of in administrative and clerical job categories.

Another factor is job categories where part-time work is an occupational feature of the role, in Kildare County Council this is specifically evident in the fire service, the library service and road safety (school wardens).

Analysis of this data confirms that part time males are predominantly employed as fire fighters whilst part time females are predominantly employed in clerical / administrative roles. Part-time roles in the library service and workshare arrangements are prevalent among females. Clerical / administrative roles attract a higher average hourly rate and influence the higher hourly pay to females. In addition, several part time female employees are occupying senior roles which contributes to the higher average overall hourly pay rate for females.

Mean and Median Gender Pay Gap: Temporary Employees

Kildare County Council Gender pay gap 2022 Temporary employees for the reporting period to 30 June 2022	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
21.47%	22.38%

On 30 June 2022, 4% of our employees were employed on temporary contracts. There is a 40% male and 60% female split between male and female. These contracts are primarily for clerical / administrative and professional / technical roles.

Analysis of the data again points to occupational segregation with higher paid technical and engineering contract positions being primarily occupied by males and lower paid clerical contract positions being held by females. This accounts for the much wider gender pay gap among temporary staff.

5. Other Payments

Benefit in kind

On 30 June 2022 2.74% of male employees received a Benefit in Kind payment and 2.31% of females received a Benefit in Kind payment.

Bonus payment

Bonus payments do not feature as part of pay in the local government sector.

6. How we are supporting Gender Equality

In line with the Gender Pay Gap Information Act 2021, 2022 is the first year that Kildare County Council has reported on the gender pay gap, but equality, diversity and inclusion continues to be part of the way we work.

Fair and transparent recruitment practices

- As an equal opportunities' employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.
- We provide appropriate assistance and accommodation throughout our recruitment and selection process, including providing easily accessible interview facilities, agreeing an appropriately timed interview, and supplying or arranging appropriate equipment.
- All our Interview Boards are gender balanced and receive training and guidance on conducting fair, equitable and transparent interviews.
- Recruitment websites highlight family friendly and flexible working options, and our job descriptions and job advertisements are gender neutral.
- We provide training and support, open to all employees to help them prepare for job applications and interviews.
- Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.

Work life balance

- We offer a wide range of flexible working and leave options which are available to all employees, including carer's leave, career breaks, paid maternity and adoptive leave, paid paternity leave, parent's leave, parental leave, shorter working year schemes, work-sharing.

Blended working

- Blended working is now a part of our flexible working policies with flexible options to combine office and home/hub working.
- We provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs.

Learning and development

- We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities through the Education Assistance Scheme, with study and examination leave also available.

Health and Wellbeing

- The health and wellbeing of all employees is paramount, and a healthy work-life balance is important to us. We offer comprehensive employee occupational health and wellbeing programmes including an Employee Assistance Programme, health screening, flu vaccinations, health and nutrition advice and wellbeing webinars etc.
- We have developed an inclusive employee app to ensure that all our employees can be communicated with regularly and to promote wellbeing initiatives

Dignity at Work

- We promote and support a culture of dignity, respect, and equality. A Dignity at Work Policy is in place and training and support is provided to all employees and managers.

Equality, Diversity, and Inclusion

- Kildare County Council is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.
- Kildare County Council continues to design and provide responsive services and customer care that meet the needs of an increasingly diverse customer base.
- Kildare County Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes
- An assessment has been conducted of equality and human rights across all Council functions and services and the Council is currently developing an Action Plan on equality and human rights
- Human rights and equality statement have been incorporated into the Council's corporate plans and strategic plans

Public Sector Duty

- Kildare County Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes.
- The Public Sector Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014. Section 42 requires a public body, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services and protect human rights of its members, staff and the persons to whom it provides services.
- Public bodies are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it

believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in its annual report in a manner that is accessible to the public.

- Kildare County Council acknowledges the commonality of purpose stated in both the “Duty” and Gender Pay Gap reporting requirements and the publication of this report serves to underline and support the three-step approach advocated by the IHREC i.e., Assess, Address and Report.

Women in Leadership

- Our Senior Management Team comprises the following gender balance 29% Male and 71% Female. We aim to continue our work on capacity building across the organisation.

Apprenticeships

- As part our inclusive approach to recruitment, Kildare County Council is committed to supporting apprenticeships as part of the Department of Further and Higher Education, Innovation and Science’s Action Plan for Apprenticeship 2021 – 2025.

Data collection and evidence-based policy development

- We welcome the opportunity to report on our gender pay gap and have worked collaboratively across the sector to provide a standard and consistent approach to reporting. We will work with the LGMA and our colleagues in other local authorities to share learnings and best practice.

