Chief Minister



19-21 Broad Street | St Helier Jersey | JE2 4WE

Deputy Louise Doublet Chair, Gender Pay Gap Review Panel

BY EMAIL

27 July 2021

Dear Chair,

Thank you for your letter, dated 10 May, and your most recent follow-up letter. As requested, please see the answers to your questions below.

1. We note in the <u>2019 report</u> the difference in the average (median) pay between all men and women in the workforce was 18.3% whereas the <u>latest report</u> refers to the average (mean) pay between all men and women.

Our Gender Pay landing pages on gov.je for each report have a distinct focus in publication summary, median for 2019 and mean for 2020. The median figure is a more sensitive indicator which is likely to significantly change depending on the number of employees appointed within the year between reports whereas the mean is a balanced figure based on the average across the organisation that is less likely to significantly change. However, both Gender Pay reports provide the full details on the pay gap using the same parameters and a similar reporting format including data on both the mean and median. We have looked to the UK government reporting requirements as a baseline for our reporting and this includes both median and mean. Reporting both allows us to compare with other jurisdictions who report using both or one of these measures.

a. How were the gender pay gap figures calculated?

In the public sector we used the UK Gender pay gap service methodology to calculate our pay gap this allows us to compare our results with organisation across the UK all reports are readily available on their site https://gender-pay-gap.service.gov.uk.

The median gender pay gap is calculated by identifying the hourly rate of pay at the midpoint of all full pay male employees to give the median male hourly pay rate and the hourly rate of pay at the midpoint of all full pay female employees to give the median female hourly pay rate.

The mean gender pay gap is calculated by adding up the hourly rate of pay of all full pay relevant employees and dividing this figure by the total number of those employees.

b. Why is there a difference in the averages reported in the 2019 and 2020 reports?

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In 2019 it was decided that for our first Gender pay report the publication summary on the gov.je landing page would focus on the median, however, in 2020 the focus within the publication summary on the gov.je landing page was on the mean average which had reduced, for future publications the summary will reflect both median and mean Both the 2019 and 202) pay gap full reports published include data for both the median and mean.

The reason for the difference between the two years requires further investigation which we are undertaking.

2. On page 8 of the report, why does the graphic only show the median and not the mean average?

The report is presented in a similar format to 2019 gender pay gap report to allow a comparison between years. We will consider reporting on the mean in the 2021 gender pay report.

3. On page 12, the report mentions supporting flexible and agile working through reviewing and changing related policies and working practices. Please can you explain the term 'agile working'?

Agile or flexible working is about thinking of work as an activity rather than a place and considering how we can flexibly deliver that activity for the benefit of the customer, service and individual. Flexibility of work can be about three elements when, where and how much we work.

The Flex Positive project looks to identify a vision, principles, and action plan to improve the flexibility of work in the government which we will pilot in identified areas creating an environment where our people can work more flexibly. This allows us to provide access to work for a wider diversity of people and more opportunities for individuals with care commitments to access work and progress in the organisation. This will help us address the pay gap by enabling our people to achieve a better work/home life and building and environment where flexibility is the norm rather than a benefit for some. Additionally, there will be flexibility through job share, career breaks, and flexible parental and carers leave. We will be implementing an enhanced offering of parental and carers leave from January 2022.

4. Has the Government undertaken single-sex consultations with staff to investigate where the issues are?

The Government of Jersey has not conducted single-sex consultation to date, as our data provides an outline of the underlying causes of the gender pay gap which we intend to address through the strategy, organisational design, and the employment offer. We are also in the process of establishing employee engagement groups which will work closely with to discuss various matters including gender pay.

- 5. Since the first gender pay gap report was published by the Government in 2019, do you think it has encouraged other organisations to be transparent about their gender pay gap?
 - a. Are you aware of any local companies who have released gender pay gap data?

We are aware that PwC produce an annual Work in Work Index which was released in March 2021.

Over the past few months Statistics Jersey have been exploring reporting on gender pay in our economy, as part of improvements in how they collect earnings information and produce official earnings statistics. This work has been discussed, but it is challenging and complex work, as it involves moving from official earnings statistics based on survey returns from employers, to using instead administrative sources such as income tax or social security returns.

b. Has the government provided any assistance to private companies to aid in their calculations and reporting? If not are there any plans to introduce such support?

There is currently no plan to introduce assistance to private companies to aid in their calculations, however, we will consider this in further detail once Statistics Jersey have completed their work on exploring reporting on gender pay in our economy.

c. What are your thoughts on introducing statutory measures to ensure gender pay gap figures are reported?

We have encouraged business to voluntarily report on gender pay, we appreciate that 2020 business were managing though a pandemic therefore, we are continuing to encourage businesses to voluntarily report on gender pay and if they do not publish gender gap data by the end of the year then the government will consider whether changes to legislation are appropriate.

Yours sincerely,

Senator John Le Fondré

Chief Minister

Rec No.	Recommendation	Ministerial Response	Update Requested	Updated Provided
			overview of what the States of Jersey is doing to address	number of things we are leading corporately but departments
		be resolved overnight. It should be recognised that the	the gender pay gap. Have the points made in this section of	also have separate initiative they lead to respond in their
	The Government of Jersey should take immediate	issue is much broader than purely a governmental	the report been incorporated into an action plan with	areas this is not collated into one plan. Progress is
1	action to close the gender pay gap.	response and requires society in its entirety to be	timescales so that progress can be measured?	monitored by owning departments or groups.
	collating, analysing and publishing data and evidence	recommendations on how this can be done, after	Please advise whether this review has been completed and	The 2020 report was reported late because the resources
2	in relation to the public sector gender pay gap and	consultation with stakeholders. Target date was 31	what the intended publication date is?	responsible for this report were diverted for much of 2020 to
	A public sector gender pay gap report should be	has already been taken, and it is presently proposed	published in October 2019 and the second which was	support the governments COVID response. We have since
	published on an annual basis and at the same time	that the first report will be published late September/	published in April 2021. What are the reasons for the delay	been able to reprioritise and do not expect any delay with
3	every year, starting with a report by the end of 2020.	early October this year.	in publishing 2020 gender pay gap figures?	the 2021 report which will be published later this year.
		This is accepted in principle, but it needs to be	subsequent Gender Pay Gap Report) have been	
	Action should be taken to reduce the gender pay gap	recognised and understood that these issues will not	incorporated into new policy initiatives and action taken to	
	and address any issues identified in the	be resolved overnight. Future policy initiatives should	make sure that gender pay issues are addressed in the	All actions being undertaken are outlined in the Gender pay
4	Government's report.	consider gender pay impact as a matter of course.	same initiatives. Please indicate the work which has been/is	gap report.
				prominent officers ministers undertook interviews on the
				subject of diversity on radio and television. In addition, we
				ran a session with the Diversity Network on diversity in the
				workplace. We also attended the IOD diversity event and
	Publication of the public sector gender pay gap		Please could you provide details of the publicity campaign	formally signed up to their diversity pledge. In 2020 and
	should be accompanied by a government publicity	It is good sense to align the report with a publicity	which accompanied the publication of the latest report and	2021 we have moved our efforts to the Jersey Employers
	campaign. This would raise awareness and	awareness programme.	the ways in which the Government is raising awareness of	group which as a government we instigated. This group
5	understanding of the gender pay gap.	Target date October 2019.	the core issues?	have been working with employers across the island to
		recommended, as our system of review looks at how		
		children's needs and interests are followed and		Status: Closed
		planned for. Our statutory requirements acknowledge		The review process for registered early years providers and
	The Minister for Education should undertake an audit	that boys and girls could show an interest in any area		primary schools would acknowledge the importance of
	of registered childcare providers, pre-schools and	of learning and be supported in it.		equality and diversity through its work on considering
	primary schools, to ensure gender neutral practices	Improved data analysis will ensure that we are	Please indicate what improved data analysis has been	children's behaviour, welfare and personal development.
	within the curriculum and the general culture and	addressing any potential gender gaps overall, and	carried out to address potential gender gaps in early years	Through curriculum resources, planned activities and access
	ethos. This is to challenge and work against the idea	within each area of learning. Girls continue to do	education and within each area of learning.	to positive and supportive learning environments within both
	that "boys will be boys" and "girls will be girls". The	better than boys by the end of the EYFS in all areas.	Please show how a gender sensitive approach to teaching	the Foundation Stage and Key Stages 1and 2, children will
- 6	audit should be undertaken by the end of 2020.	Our focus is on ensuring that developmentally	is encouraged and resourced.	understand and challenge non gender neutral practices.

	1		Details of the commissions shairs and commissions are
			Details of the curriculum choices and exam entries are
			monitored annually by the Department, and the outcomes
			are discussed with Senior Advisers (SAs) of secondary
			schools if any concerns exist. Jersey 8 provides a rigorous
			approach towards ensuring the curriculum offer is broad a
			balanced. Each secondary school is required to lay out the
	Details of the curriculum choices and exam entries are		curriculum offer for parents on their website, and this
	monitored annually by the Department, and the		includes the examinations offered. The ethos, culture and
	outcomes are discussed with Senior Advisers of		student voice are monitored through the Jersey School
	secondary schools if any concerns exist.		Review Framework, where a random group of students are
	Jersey 8 provides a rigorous approach towards		interviewed about all aspects of school life, and this include
	ensuring the curriculum offer is broad and balanced.		their involvement in school development. Rigorous
	Special schools will also focus on work-related		interviews are held with the headteacher and parents, and
	learning to prepare students for life beyond school.		staff have been surveyed from Autumn Term 2019. All
	Each secondary school is required to lay out their		schools have been encouraged to have a School Council.
	curriculum offer for parents on their website, and this		Following recent Government plan meetings, the important
	includes the examinations offered.		of student participation at all educational levels has been
	The ethos, culture and student voice are monitored		highlighted.
	through the Jersey School Review Framework, where		Comica Advisora (CAs) combines to also contains
	a random group of students are interviewed about all		Senior Advisers (SAs) continue to play a role in evaluating
	aspects of school life, and this includes their		the ethos and culture of schools during the last few month
	involvement in school development. Rigorous		when COVID has prevented other means of evaluation
The Minister for Education should undertake an audit	interviews are held with the headteacher and parents,	Was the department able to carry out the interviews	taking place. Where possible through Teams, schools have
of curriculum choices made by secondary schools	and staff will also be surveyed from Autumn Term	detailed in the response given in late 2019 and into 2020? If	been keen to get students in secondary schools to share
and further education providers across the different	2019 onwards.	yes, has this now been fed into the Jersey School Review	their views and to raise any issues with SAs. There are
subjects. The Minister should evaluate the ethos and	All schools have been encouraged to have a School	Framework and what data has resulted? Is there, as yet,	reports in some secondary schools where students have
culture in each school or college and the part the	Council. Following recent Government plan meetings,	any understanding of how this has been affected by the	been fully consulted and their opinions borne in mind during
student voice plays in establishing that culture. The	the importance of student participation at all	impact of the pandemic on the curriculum and choices	decision-making. Jersey Youth Service is engaging in son
7 audit should be undertaken by the end of 2020.	educational levels has been highlighted.	made by students?	consultation work and students in schools also contribute
· ·	chair the Curriculum Council.	•	Status: Rejected
	The choices made for GCSE have shown that 'gender		The role of the Minister for Education is to chair the
	segregation' is not an issue for concern. Indeed, the		Curriculum Council. The choices made for GCSE have
	options selected for each student's GCSEs are their		shown that 'gender segregation' is not an issue for concer
	choice; this is not a matter ordained by the Curriculum		Indeed, options for each student's GCSEs are their choice
	Council.	Any updated data from the Jersey School Review	this is not a matter ordained by the Curriculum Council. T
	The Jersey Curriculum is 'just one element in the	Framework.	Jersey Curriculum is 'just one element in the education of
	education of every child'.	What has the Education team done in terms of curriculum	every child'. 'Children have the right, spelled out in the
	'Children have the right, spelled out in the UNCRC, to	development in the specific area of the significantly higher	UNCRC, to provision which enables them to develop their
	provision which enables them to develop their	proportion of males than females who chose computing	personalities, talents and abilities irrespective of ethnicity,
	personalities, talents and abilities irrespective of	courses at Highlands College in 2018. If more males than	culture or religion disabilities or gender.' As most school
	ethnicity, culture or religion disabilities or gender.'	females are in technology focussed roles, this could have a	are keen to promote the rights of the child as laid out in the
	As most schools are keen to promote the rights of the	greater impact on the gender pay gap in Jersey.	UNCRC, this is an underlying principle of the Curriculum
	child as laid out in the UNCRC, this is an underlying	What work has been done to further advance	Council and its work with schools. The Curriculum (which
	principle of the Curriculum Council and its work with	understanding of the social and cultural factors which	an expectation in law) already states in the introduction:
The Minister for Education should instruct the	schools.	influence children of all genders in their subject choices,	'Teachers should take account of their duties under equal
Curriculum Council to introduce measures to reduce	The Curriculum (which is an expectation in law)	and has a gender sensitive approach been taken in this	opportunities legislation'. This includes consideration of
8 gender segregation in subject choices.	already states in the introduction:	regard?	gender, and as such, is promoted by the Council and
As part of the planned changes to recruitment			the recruitment platform that is used across the GoJ. This
practices within the public sector, name, age, gender			currently being reviewed as an update to the current syste
and place of education should be removed from	The principle of greater anonymity of candidates in the		and also longer terms with the implementation of the GoJ
applicants' CVs to ensure that candidates most	recruitment process is supported; however, the States		ITS Programme. In the interim, recruitment guidance has
skilled for the role are recruited. These changes	Employment Board will be guided by the outcome of	Did the SEB and officers complete this review? Have all	been updated to ensure that at both CV sifting and
should be introduced by the States Employment	its current review by Officers of these matters. Target	changes been implemented and since reviewed? How is the	
9 Board by Q2 2020.	date December 2018.	effectiveness of the changes made being measured?	from the hiring department to provide a balance in the
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