

GENDER PAY GAP REPORT

Workforce Profile

On the 'snapshot' date of 31 March 2017 there were 391 employees; 203 females, representing 52.5% of the workforce, and 188 males representing 47.5 % of the workforce.

Our Gender Pay Gap

The data set out in this report has been calculated using the standard methodologies referenced in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff paid on the snapshot date (31 March 2017) using ordinary pay.

Ordinary pay includes: basic pay; allowances such as market supplements; shift pay, on-call and stand-by allowances. Payments that are excluded are: payments for overtime; redundancy payments and sums relating to termination of employment. Also excluded are employees on reduced pay due to family or sick leave.

The **gender pay gap** is based on the difference between the average hourly pay received by men and women across the Council. We are required to report two measures for this purpose the **mean** and the **median** gender pay gap.

MEAN – The mean is calculated by adding up the total salary for each gender (e.g. females) and then dividing the result by the number of female employees. We have calculated the mean average for both men's and women's hourly pay and have included the percentage difference below.

MEDIAN - The median is calculated by producing a list of salaries in numerical order for each gender. The median is determined by identifying the middle number for each gender. We calculate the median for both men's and women's hourly pay and report the percentage difference. The median gender pay gap removes any influences of very high and very low pay.

Hourly Rate	Men	Women	% Difference
Mean	£13.23	£12.25	7.4%
Median	£10.33	£10.33	0%

Our Quartile Pay

The quartile data shows the Council's workforce divided into four equal sized groups based on calculated hourly rates of pay. Each quartile is made up of 25% of the workforce. The lower quartile includes employees in receipt of the lowest pay. The

upper quartile represents those in receipt of the highest pay. Our pay quartiles by gender are listed below:

QUARTILE	Men	Women	Number of Men	Number of Women	Total
Lower Quartile	46%	54%	45	53	98
Lower Middle Quartile	52%	48%	51	47	98
Upper Middle Quartile	37%	63%	36	62	98
Upper Quartile	58%	42%	56	41	97

Review

Following completion of the review it is noted that the Gender Pay Gap for the Council is relatively small at 7.4% which means that on average men are paid 98p more per hour than women. The median is the same for both men and women at £10.33 per hour.

The lower two quartiles have broadly similar numbers in terms of men and women although women occupy more posts that fall within the lower quartile. Many of the jobs included in the lower pay scales are lower skilled and occupied by part time employees.

The upper middle quartile shows a greater disparity with a higher percentage of women than men.

There are a higher proportion of men who fall within the top quartile and are in receipt of the highest levels of pay.

The Council is committed to the principle of equal opportunities and equal treatment for all employees and as an employer we support men and women to develop to the best of their potential.

The Equality Act 2010 requires that men and women must receive equal pay for the same or broadly similar work or work of equal value. In line with this we have a clear policy of paying employees equally for the same or equivalent work, regardless of their

sex, or any other characteristic. We do this through the use of a job evaluation scheme which robustly evaluates job roles and pay grades to ensure a fair and transparent pay structure.

The Council is therefore confident that our 7.4% Gender Pay Gap does not stem from paying men and women differently for the same, broadly similar or equivalent work / work of equal value; it is as a result of the type of roles in which men and women work within the Council and the salaries that these roles, having been evaluated, attract.

Kirsty Cole, Acting Chief Executive

13 March 2018

<https://www.gov.uk/government/news/uk-gender-pay-gap>

<https://www.gov.uk/government/news/view-gender-pay-gap-information>