



Gender Pay Gap as at 31 March 2018

1. Background Information

1.1 Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires public sector employers with 250 or more employees on the snapshot date of 31 March each given year, to carry out gender pay analysis and reporting.

The gender pay gap report must set out the Council's results in relation to:

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus during the relevant period
Quartile Pay Bands	The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The Council is required to publish the results on our website by 31 March each year. In addition, the results must also be published on a specified government website.

The Government considers that the rate of progress in terms of closing the gender pay gap continues to be too slow, and has committed to closing the gap within a generation. Gov.uk has outlined some potential actions for employers to consider.

The gender pay gap reporting requirements enable employers to compare the gender pay gap in its own organisation, and look at ways to close the gap if an issue arises.

The data analysed relates to all “employees” of the Council and includes those under a contract of service, apprenticeship or a contract to do work personally. The analysis is based on all individual employees and not full time equivalents. The pay is based on ordinary pay which includes basic pay (hourly rate), occupational pension benefits, contractual enhancements and sick pay. The hourly rate is used as it takes account of the fact that more men than women work full time. It excludes expenses, overtime pay, pay in lieu of leave, benefits in kind, redundancy pay and other payments transferable to termination.

1.2 Figures as at 31 March 2017

The first gender pay gap figures were published by 31 March 2018 for the snapshot date of 31 March 2017.

2. Gender Pay Gap Outcomes as at 31 March 2018

2.1 Gender Pay Gap Analysis

The results of the 6 required calculations are outlined below, based on the data obtained for the snapshot date of 31 March 2018.

The Council employed 548 eligible individuals on the snapshot date. It should be noted that 37 of these were casuals working on the snapshot date of 31 March 2018. When split into gender the figures are as follows:

Gender	Number of Employees	Percentage Difference
Female	321	59%
Male	227	41%

2.2 Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.

Gender	Hourly Rate	Percentage Difference for Gender Pay Gap
Female	£12.79	11.7%
Male	£14.49	

The average hourly rate of female employees’ is 11.7% lower than male employees’. The gap has decreased from 12.8% as at 31 March 2017 as the mean hourly rate for both male and females has decreased for this period (£12.96 female and £14.86 male as at 31 March 2017).

2.3 Median Gender Pay Gap

The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.

Gender	Hourly Rate	Percentage Difference for Gender Pay Gap
Female	£11.18	17.6%
Male	£13.57	

The median hourly rate of female employees' is 17.6% lower than male employees' (17% as at 31 March 2017). In accordance with the Annual Survey of Hours and Earnings – Gender Pay Gap in the UK - Office for National Statistics (ONS) 2018 the gender pay gap for all employees (full and part time) is 17.9%. Therefore the Council's gender pay gap is less than this national statistic.

The ONS attributes the figure of 17.9% as being driven by more women working in part time jobs, which are lower paid. This is reflected at the Council where there are significantly more females in part time lower paid jobs than males.

2.4 Mean Bonus Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

The Council does not consider that it pays bonus in accordance with the criteria set out and therefore reporting on this element is not applicable.

2.5 Median Bonus Gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

The Council does not consider that it pays bonus in accordance with the criteria set out and therefore reporting on this element is not applicable.

2.6 Bonus Proportions

The proportions of male and female relevant employees who were paid bonus during the relevant period.

The Council does not consider that it pays bonus in accordance with the criteria set out and therefore reporting on this element is not applicable.

2.7 Quartile Pay Bands

The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Quartile	Gender	Number of Employees	Percentage of Total	Percentage in Each Quartile
Upper Quartile	Male	77	14%	56%
	Female	60	11%	44%
Upper Middle Quartile	Male	65	12%	47%
	Female	72	13%	53%

Lower Middle Quartile	Male	37	7%	27%
	Female	100	18%	73%
Lower Quartile	Male	48	9%	35%
	Female	89	16%	65%

There is a relatively even split of males and females in the Upper Middle Quartile. However, as outlined in the table the Upper Quartile, Lower Middle Quartile and Lower Quartile outline some differences. These sections show that there are a greater proportion of males in the Upper Quartile. In the Lower Middle Quartile and Lower Quartile there are a higher proportion of females. Most notably there has been a small increase of females in the upper quartile from 41% to 44% and the lower middle quartile from 67% to 73%.

2.8 Analysis of Full and Part Time Employees in each Quartile

Gender.	Full Time				Part Time				Part Total	Grand Total	
	Female	%	Male	%	Female	%	Male	%			
UPPER QUARTILE	36	26%	70	51%	106	24	18%	7	5%	31	137
UPPER MIDDLE QUARTILE	47	34%	61	45%	108	25	18%	4	3%	29	137
LOWER MIDDLE QUARTILE	36	26%	28	20%	64	64	47%	9	7%	73	137
LOWER QUARTILE	24	18%	19	14%	43	65	47%	29	21%	94	137
Grand Total	143		178		321	178		49		227	548

In order to analyse the quartiles further, an additional piece of reporting was conducted into the breakdown of full and part time staff, by gender, in each quartile as evidenced in the table above.

All quartiles show that females significantly occupy more part time posts than male employees. This is reflected particularly in the Lower Middle Quartile and the Lower Quartile.

There have been small shifts throughout for all male and female employees, in particular, part time females in the lower middle quartile have increased from 47 to 64. Males in the lower quartile have increased from 16 to 29.