



Gender Pay Gap as at 31 March 2021

Background

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.

Gender Pay Gap Outcomes as at 31 March 2021

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 2021.

The Council employed 504 eligible individuals on the snapshot date. It should be noted that 9 of these were casuals working on the snapshot date of 31 March 2021. All casual employees were in the lower quartile, 4 of which were male and 5 female). When split into gender the figures are as follows:

Gender	Number of Employees	Percentage Difference
Female	292	58%
Male	212	42%

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	£14.39	12.9%
Male	£16.52	

The average hourly rate of female employees' is 12.9% lower than male employees. The gap has increased from 11.5% as at 31 March 2020. Prior to this, the gap had decreased year on year. However, the current figure reflects more closely with earlier mean gaps with 12.6% as at 31 March 2019 and 12.8% published in the first gender pay gap as at 31 March 2017.

The mean is calculated by adding up all the relevant earnings of employees and dividing that figure by the number of employees. A mean average gives a good overall indication of the gender pay gap, but very large or small pay rates can "dominate" and distort the answer.

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	£13.04	13.1%
Male	£15.01	

The median hourly rate of female employees' is 13.1% lower than male employees' (13.5% as at 31 March 2020, 15.6% as at 31 March 2019 and 17.6% as at 31 March 2018). In accordance with the Annual Survey of Hours and Earnings – Gender Pay Gap in the UK - Office for National Statistics (ONS) 2021 the gender pay gap for all employees (full and part time) is 15.4%. Therefore, the Council's median gender pay gap remains less than this national statistic.

Overall, this data shows that women earn 87p for every £1 that men earn when comparing median hourly wages.

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.

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.

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.

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	69	14%	56%
	Female	57	11%	44%
Upper Middle Quartile	Male	58	11.5%	46%
	Female	68	13.5%	54%
Lower Middle Quartile	Male	46	9%	36%
	Female	80	16%	64%
Lower Quartile	Male	39	8%	32%
	Female	87	17%	68%

There is a relatively even split of males and females in the Upper Middle Quartile and in the Upper Quartile. The data highlights a slight percentage increase in males in the upper

quartile, upper middle quartile and lower middle quartile. The lower quartile has remained the same.

The Lower Middle Quartile and Lower Quartile outline larger differences in the split between male and female employees. This is again consistent with the previous reporting years.

There has been a change in the proportion of males and females in the upper quartile, with females decreasing from 12% to 11% and males increasing from 13% to 14% of the total workforce in this reporting period. Similarly, in the upper middle quartile females have decreased from 14% to 13.5% and males have increased from 11% to 11.5% of the total workforce. The percentage change in the lower middle quartile also reflects that females have decreased from 17% to 16% and males have increased from 8% to 9%. The percentage rates in the lower quartile remain the same at 17% for females and 8% for males. Whilst the percentage changes are marginal, this is likely to have had an impact on the overall gender pay gap as the majority of the percentage rate of females has decreased in the upper quartile, upper middle quartile and lower middle quartile and remained the same in the lower quartile. Conversely, the percentage increase of males has increased in the upper quartiles, albeit marginally.

Overall, females occupy 44% of the highest paid jobs and 68% of the lowest paid jobs.

Analysis of Full and Part Time Employees in each Quartile

Gender.	Full Time				Full Total	Part Time				Part Total	Grand Total
	Female	%	Male	%		Female	%	Male	%		
UPPER QUARTILE	38	30%	64	51%	102	19	15%	5	4%	24	126
UPPER MIDDLE QUARTILE	46	36.5%	54	43%	100	22	17.5%	4	3%	26	126
LOWER MIDDLE QUARTILE	40	32%	36	28%	76	40	32%	10	8%	50	126
LOWER QUARTILE	23	18%	20	15%	43	64	50%	19	15%	83	126
Grand Total	147		174		321	145		38		183	504

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 (40 female and 10 male) and the Lower Quartile (64 female and 19 male).

The table further demonstrates that there is a greater proportion of full-time males in the upper and upper middle quartiles (118 males and 84 females).

Overall there are fewer male employees (212) than female employees (292). The calculations for the gender pay gap do not require an employer to distinguish between full time and part time employees. However, an analysis of this data is helpful in

understanding the pattern of employment within the figures and how this may impact upon the gender pay gap as outlined above.