



Gender Pay Gap as at 31 March 2023

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 2023

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 2023.

The Council employed 483 eligible individuals on the snapshot date. This is a marginal drop from the previous period of 486 which was made up of 194 male employees and 289 female employees. The split of male and female employees in this reporting period is outlined below. It should be noted that 33 of these were casuals working on the snapshot date of 31 March 2023. All casual employees were in the lower quartile, 8 of which were male and 25 female.

Gender	Number of Employees	Percentage Difference
Female	289	60%
Male	194	40%

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	£15.03	15.67%
Male	£17.83	

The average hourly rate of female employees' is 15.67% lower than male employees. The gap has increased from 14.2% as at 31 March 2022 with the mean hourly rate as at that date being £14.47 for females and £16.87 for males.

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	£13.80	15.49%
Male	£16.33	

The median hourly rate of female employees' is 15.49% lower than male employees. In accordance with the Annual Survey of Hours and Earnings – Gender Pay Gap in the UK - Office for National Statistics (ONS) 2022 the longer-term trend of the gender pay gap for all employees (full and part time) is 14.9%. Therefore, the Council's median gender pay gap is marginally greater than this national statistic.

Overall, this data shows that women earn 85p 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%	57%
	Female	52	11%	43%
	Total	121	25%	100%
Upper Middle Quartile	Male	50	10.5%	42%
	Female	70	14.5%	58%
	Total	120	25%	100%
Lower Middle Quartile	Male	38	8%	31.5%
	Female	83	17%	68.5%
	Total	121	25%	100%
Lower Quartile	Male	37	8%	30.5%
	Female	84	17%	69.5%
	Total	121	25%	100%

There is a smaller differential between males and females in the Upper Quartile and a greater differential in all other quartiles. The data highlights that females have reduced marginally in the upper quartile and the upper middle quartile and increased in the lower middle quartile and remained the same in the lower quartile. Males have remained the same in the upper quartile but there has been a marginal increase in the upper middle quartile. Females increased by 4 in the lower middle quartile and males reduced by 5 and the lower quartile has remained the same. Overall, the biggest movement for males and females has been in the lower middle quartile.

The Upper Middle Quartile, Lower Middle Quartile and Lower Quartile outline larger differences in the number of male and females in those categories. This is consistent with the previous reporting years, with the greatest difference showing in the Lower Middle Quartile and Lower Quartile. The headcount of the Council has reduced from 486 to 483 for this reporting period and the figures in the quartiles reflect this.

The proportion of males and females in the upper quartile has remained the same as in the previous two reporting years, with 14% of that quartile being male and 11% female. The percentages in the lower quartile have remained the same as the previous reporting year. Marginal percentage changes have occurred in the upper middle quartile and the lower middle quartile.

Overall, females occupy 43% of the highest paid and 69.5% of the lowest paid jobs.

Analysis of Full and Part Time Employees in each Quartile

	Full Time		Full Total	Part Time		Part Total	Grand Total
	Female	Male		Female	Male		
UPPER QUARTILE	39	65	104	13	4	17	121
UPPER MIDDLE QUARTILE	49	41	90	21	9	30	120
LOWER MIDDLE QUARTILE	43	32	75	40	6	46	121
LOWER QUARTILE	21	13	34	63	24	87	121
Grand Total	152	151	303	137	43	180	483

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. In the lower and lower middle quartiles there are 103 part time female employees and 30 part time male employees.

The table further demonstrates that there is a greater proportion of full-time males in the upper quartile (65 males and 39 females). This is in line with last years reporting data. In the upper middle quartile the number of full time male employees has decreased from 44 to 41 and the number of full time female employees has decreased from 52 to 49.

Overall there are fewer male employees (194) than female employees (289). 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.