



**WELWYN  
HATFIELD**

# **Gender Pay Gap Statement**

**April 2018**

## **Introduction**

There are two sets of regulations which impose mandatory gender pay gap reporting obligations on employers. They are nearly identical and require the same calculations to be made. Local authorities with more than 250 employees are required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to report publicly every year on the differences in the average pay and bonuses of men and women. This requirement commenced in April 2017 and must be carried out on an annual basis going forward.

## **What do we report on?**

|                       |  |
|-----------------------|--|
| Mean gender pay gap   | The difference between the mean hourly rate of pay of male employees and that of female employees                  |
| Median gender pay gap | The difference between the median hourly rate of pay of male employees and that of female employees                |
| Mean bonus pay gap    | The difference between the mean bonus pay paid to male employees and that paid to female employees                 |
| Median bonus pay gap  | The difference between the median bonus pay paid to male employees and that paid to female employees               |
| Bonus proportions     | The proportions of male and female employees who were paid bonus pay during the relevant period                    |
| Quartile pay bands    | The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands |

The calculations and accompanying statement must be published on the Council's website and on the government gender pay gap website, and will remain available for 3 years.

This statement provides the statutory calculations for the required snapshot date of 31 March 2018 and a supporting narrative as to why there is a gap and what actions we will take to reduce the gender pay gap.

All the figures in this report have been calculated in line with the Advisory, Conciliation and Arbitration Service (ACAS) - managing gender pay gap reporting guidance.

The council's workforce consists of more females than males and the gender pay gap figures should be considered in the context of this gender distribution.



The charts above show that over the year the number of males in the organisation has reduced by 1%.

### Analysis

The **mean** average gender pay gap involves adding up all of the hourly rates and dividing the result by the total number of staff. Our mean gender pay gap is 12.55%. The average male hourly pay rate is £16.28 and the average female hourly rate is £14.23. This is a difference of £2.04 per hour.

The **median** average gender pay gap involves listing all the hourly rates in numerical order. The median is the middle number. Our median gender pay gap is 12.53%. The average male hourly pay rate is £14.77 and the average female hourly rate is £12.92. This is a difference of £1.85 per hour.

The council is confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work; rather its gender pay gap is the result of the roles in which male and females work and the salaries that those roles attract. More female employees work part time (less than 30 hours per week) and females are more likely than their male colleagues to have breaks from work to bring up children.

The Council gives employees long service awards in the form of a cash payment. Under the definitions in the legislation, this is considered to be a bonus. The only criteria to the award of this “bonus” is length of service.

A “bonus” was paid to 4% of male staff and 6% of female staff.

The **mean** bonus gender pay gap involves adding up all of the bonuses paid and dividing the result by the total number of staff they were paid to. Our mean bonus gender pay gap is -38.81%. The **median** bonus gender pay gap involves listing all the hourly rates in numerical order. The

median is the middle number. Our median gender pay gap is 0%. The average male bonus pay is £147.04 and the average female bonus pay is £147.04. This is a difference of zero.

The table below shows a comparison between the mean and median pay gap for March 2017 and March 2018.

| Hourly pay difference between men and women | Mean (average) |         | Median (middle) |        |
|---|----------------|---------|-----------------|--------|
|   | 2017           | 2018    | 2017            | 2018   |
| Gender pay gap                              | 9.41%          | 12.55%  | 3.14%           | 12.53% |
| Gender bonus gap                            | 0%             | -38.81% | 0%              | 0%     |

It can be seen that both the mean and the median have increased since last year. This is due to there being fewer males in the organisation in the lower pay quartiles, and an increase in the average male salary.

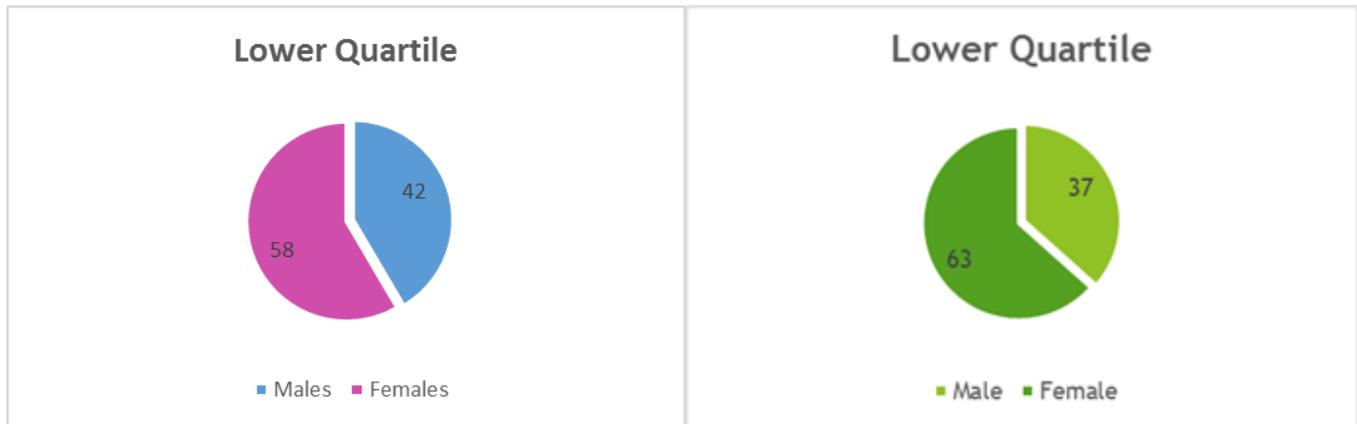
This is the first time the council has reported any gender bonus gap data. The council began paying the annual long service awards with employees pay in 2018. Under the definition of the legislation this payment is considered to be a bonus.

**Pay quartiles**

Pay quartiles are calculated by ordering all the hourly pay rates of pay from lowest to highest and dividing them into four bands (quartiles). The charts below show the percentage of males and females in each quartile.

2017

2018



The charts above show how the percentage of males in the lowest salary quartile has dropped by 5%.

2017

2018



The charts above, as with the lowest quartile, show a reduction in the percentage of males of the quartile of 3%.

2017

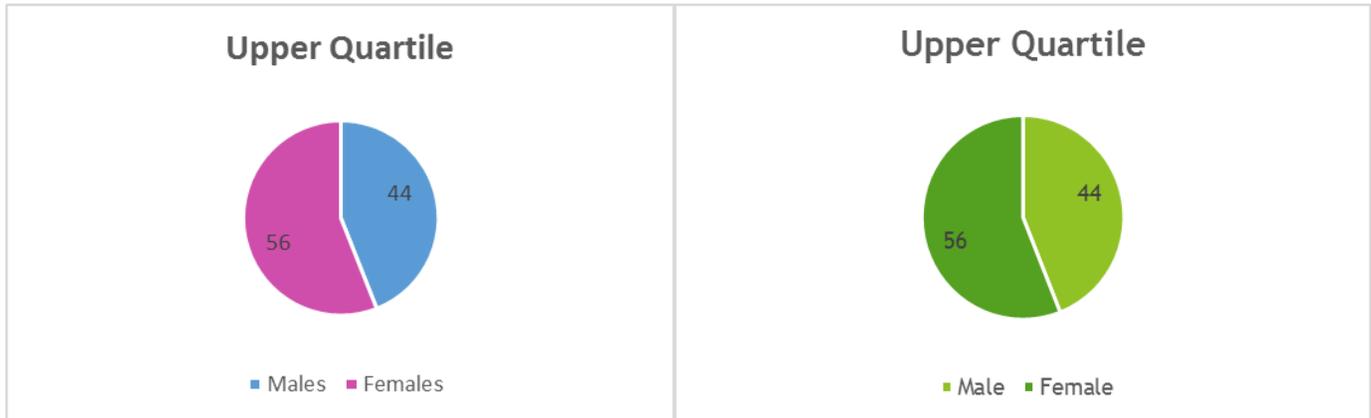
2018



The charts above for the upper middle quartiles show an increase in the percentage of males in the pay quartile of 2%. This had also had an impact on the mean and median causing them to increase and the pay gap to widen.

2017

2018



The charts above show that there is no change in the breakdown of males and females in the upper quartile.

The council believe that the increase in the pay gap this year is not a result of the council failing to pay male and female employees equally, but due to the distribution of males and females within the organisation.

The council has a robust job evaluation system in place which enables us to be confident that male and female employees doing work of equal value are paid at equal rates of pay.

### Closing the gap

The Council has considered the recommendations given by the Government Equalities Office to assist with reducing the gender pay gap and will continue to:

- Enhance opportunities for all employees to improve their skills through undertaking an apprenticeship
- Review the need for zero hour contracts
- Ensure that part time staff are not subject to detriment because of their working hours
- Continue to promote and monitor flexible working options and regularly report these to CMT
- Monitor and report on employee trends including exit interview data, number of employees returning from maternity, paternity, adoption and shared parental leave
- Set up a task and finish working group to review recruitment practices and report back to CMT
- Promote coaching and mentoring opportunities available to all employees
- Review the job evaluation scheme to ensure consistence.

### Approval

This statement has been approved by the Corporate Management Team.

### Review

A new statement will be published annually.