



Gender Pay Gap Statement

April 2019

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?

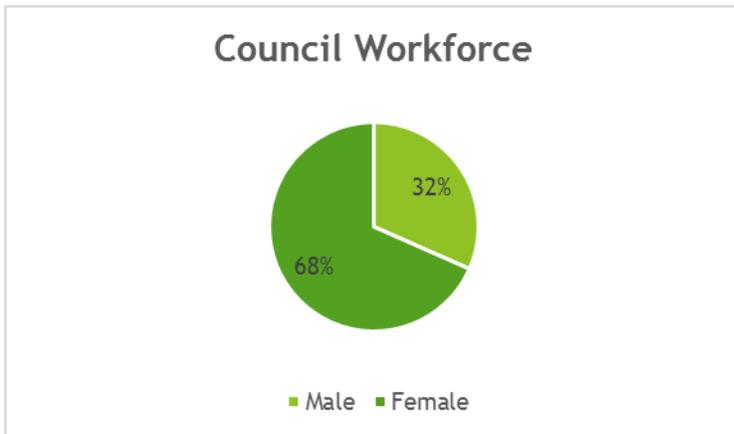
Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees
Mean bonus pay gap	The difference between the mean bonus pay 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 2019 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 **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 13.39%. The average male hourly pay rate is £17.82 and the average female hourly rate is £15.42. This is a difference of £2.39 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 13.68%. The average male hourly pay rate is £16.89 and the average female hourly rate is £14.58. This is a difference of £2.31 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 does not pay bonuses to employees, therefore there is no data to report in relation to bonuses.

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.



Analysis

The following actions will be implemented and to help us reduce the gender pay gap:

- train managers to ensure they are aware of the risk of unconscious bias during recruitment decisions
- promote flexible working practices and monitor / report requests for changes to working patterns
- enhance opportunities for all employees to improve their skills through undertaking an apprenticeship
- develop a suite of data collection to monitor trends i.e. return to work after maternity, paternity, adoption or shared parental leave
- be proactive in analysing trends in exit interviews
- review the use of zero hour contracts
- ensure that part time staff are not subject to detriment because of their working hours
- offer opportunities for female employees to take up management roles

Approval

This statement has been approved by the Corporate Management Team.

Review

A new statement and calculations will be published annually.