



## Gender Pay Gap Statement

April 2020

### 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?

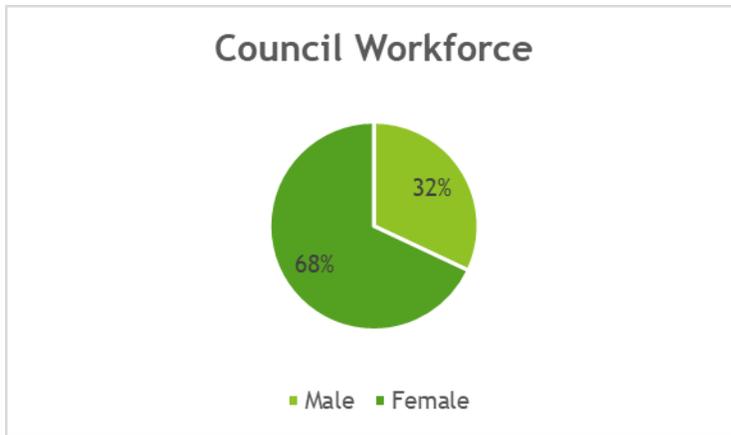
Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees
Mean bonus pay gap	The difference between the mean bonus pay 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 2020 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** gender pay gap data involves adding up all of the hourly rates and dividing the result by the full pay relevant males and females respectively. Our mean gender pay gap is 11.48%. The average male hourly pay rate is £17.90 and the average female hourly rate is £15.85. This is a difference of £2.06 per hour.

The **median** gender pay gap data involves listing all the hourly rates by males and females in numerical order. The median is the middle number for each gender. Our median gender pay gap is 13.46%. The middle male hourly pay rate is £17.23 and the middle female hourly rate is £14.91. This is a difference of £2.32 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 pays long service awards to employees as follows:

- £100 for 10 years' service
- A further £50 a year for every 5 years thereafter.

In the past long service awards were not processed as 'pay'; employees were reimbursed upon submitting an invoice to the amount of the award and were therefore not reported as a bonus payment. Long service awards are now processed via payroll and meet the definition of a bonus for gender pay reporting.

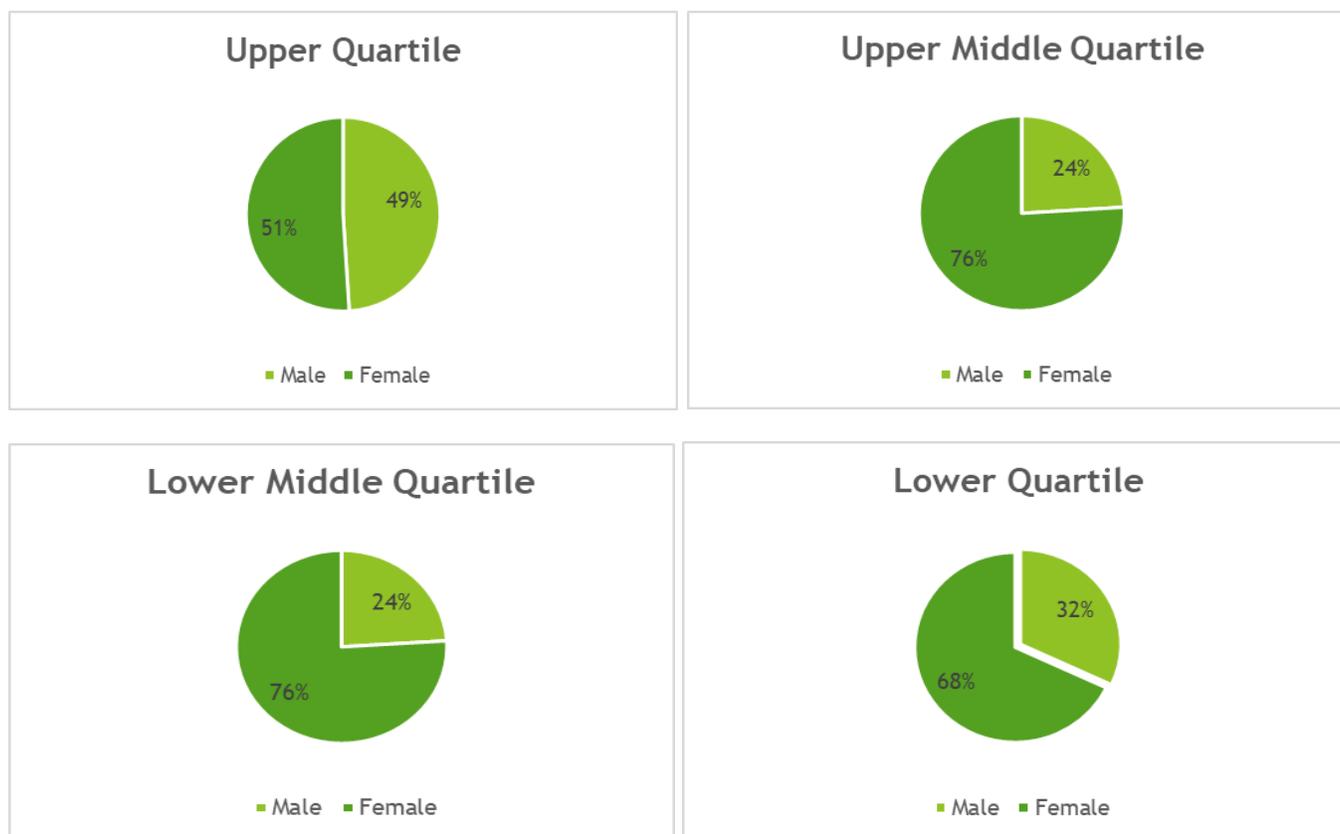
The **mean** gender pay gap bonus data involves adding up all the bonus payments and dividing the result by the total number of males and females receiving bonuses. Our mean gender pay gap for bonus pay is 22.87%. The average male bonus payment is £157.14 and the average female bonus pay is £121.21. This is a difference of £35.93.

The **median** gender pay gap bonus data involves listing all the bonus payments by males and females in numerical order. The median is the middle number for each gender. Our median gender pay gap for bonus payments is 33.33%. The middle male bonus payment is £150 and the middle female bonus payment is £100. This is a difference of £50.

The percentage of males who received a bonus in the 12 month period ending on 31 March 2020 was 4%. The percentage of females who received a bonus in the same period was 10%.

### 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 help us reduce the gender pay gap:

- training of managers to ensure they are aware of the risk of unconscious bias during recruitment decisions
- promoting flexible working practices and monitoring requests for changes to working patterns
- providing opportunities for all employees to improve their skills through undertaking an apprenticeship
- developing a suite of data collection to monitor trends i.e. return to work after maternity, paternity, adoption or shared parental leave
- reporting trends from exit interviews
- fair and robust recruitment and job evaluation processes to assure opportunities and development for all staff
- ensure that part time staff are not subject to detriment because of their working hours
- internal and external mentoring schemes to support employee development

## **Approval**

This statement has been approved by the Corporate Management Team.

## **Review**

A new statement and calculations will be published annually.