



## **Gender Pay Report – March 2018**

### **Introduction**

The Equalities Act 2010 (Specific Duties and Public Authorities) Regulations came into force on 31<sup>st</sup> March 2017 and requires all employers of 250 or more employees to publish their results against prescribed indicators of gender pay equality.

The gender pay gap should not be confused with equal pay legislation, which is a linked but different measure of pay equality.

Equal pay is the statutory right for men and women to be paid the same pay for work of equal or similar value.

The gender pay gap is the difference in average pay between men and women across the organisation.

The extent of the Council's gender pay gap may reveal differences between the average earnings of men and women, but it does not mean that they are being paid unfairly. It is more likely to mean that there are more men in higher paid roles, whereas women typically occupy lower paid roles in greater numbers.

The Council is committed to equal pay in employment. Since 2007 all jobs have been evaluated using the National Joint Council (NJC) Scheme to determine the relative size of each post and consequently the appropriate pay grade for each post.

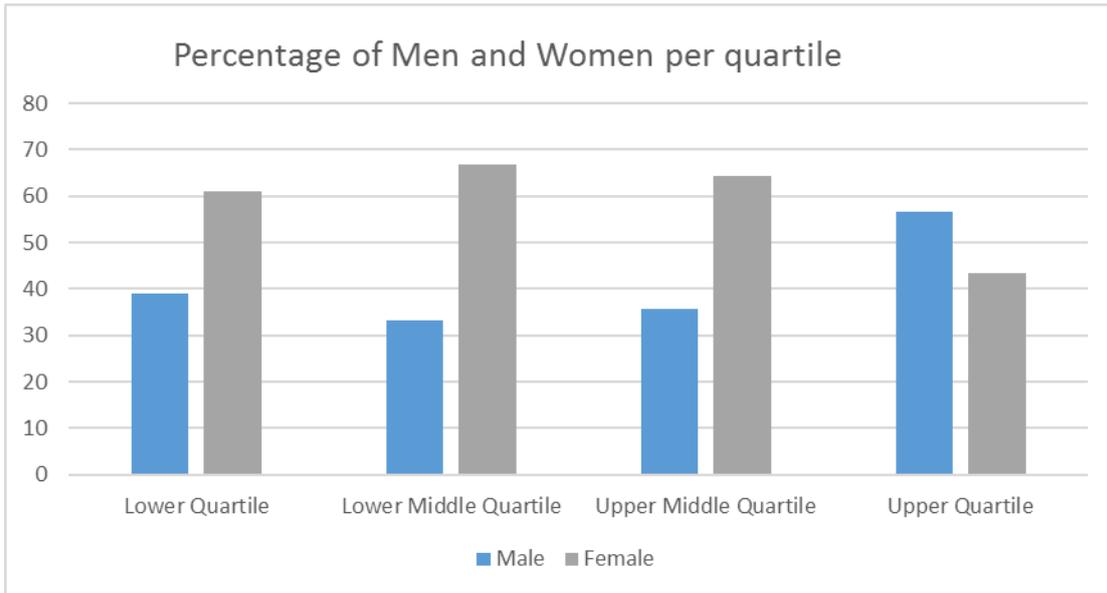
During the intervening years since 2007 the profile of the Council's workforce has changed quite significantly, including the representation of women in senior management roles. Since 1<sup>st</sup> August 2017 the Council has a female Chief Executive and the Strategic Management Team, which represents the top three tiers of senior management has a ratio of 3:2 in favour of women.

### **Gender Pay Gap Reporting**

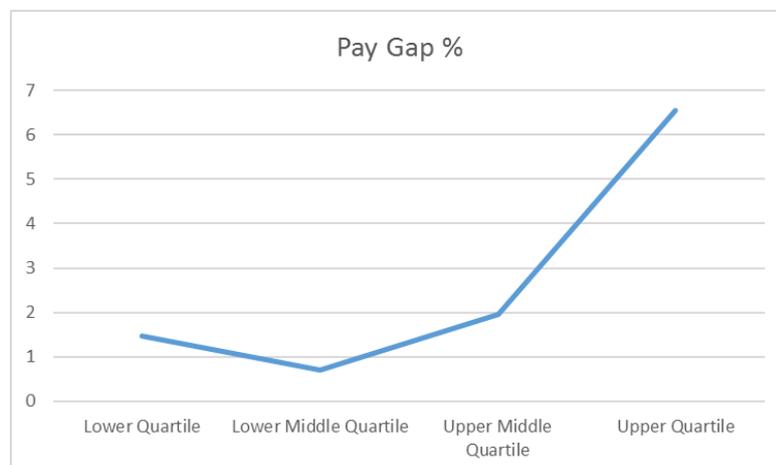
The figures included in this report reflect employee pay data as at 31<sup>st</sup> March 2017 and have been calculated in accordance with the legislation. The mean gender pay gap across the public sector is reported at 13.1% (ONS Annual Survey of Hours and Earnings 2017) which suggests that our pay gap is consistent with that of other public sector organisations.

<b>Mean gender pay gap</b>	<p>The percentage difference between the mean (average) hourly rate of pay for:</p> <p>Men - £15.57</p> <p>Women - £13.40</p>	<b>13.94%</b>
<b>Median gender pay gap</b>	<p>The difference between the median (middle value) hourly rate of pay for:</p> <p>Men - £14.19</p> <p>Women - £12.40</p>	<b>12.61%</b>

<b>Mean bonus gap</b>	<p>The Council does not make any bonus payments to staff.</p>	<b>0%</b>
<b>Median bonus gap</b>		<b>0%</b>



Quartile pay bands	The proportions of men and women in the lower, lower middle, upper middle and upper quartile pay bands		Pay Gap %
	Male %	Female %	
<b>Quartiles</b>			
<b>Lower Quartile</b>	38.9	61.1	1.46
<b>Lower Middle Quartile</b>	33.3	66.7	0.70
<b>Upper Middle Quartile</b>	35.6	64.4	1.96
<b>Upper Quartile</b>	56.7	43.3	6.55



## **Next Steps**

The Council is reviewing its Workforce Strategy this year and actions to address gender pay equality will be considered and prioritised within the Strategy.