



Gender Pay Gap Report – as at 31 March 2017

The council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in the council. It will not involve publishing individual employee's data.

The council is required to publish the results. These can be accessed via the council's website and a government website. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge within our council and nationally is to eliminate any gender pay gap. Gender Pay Reporting requires the council to make calculations based on employee gender and this can be done by using existing HR and payroll records.

Gender Pay Gap

This is the council's report for the snapshot date as at 31 March 2017.

- The mean gender pay gap for the Council is **4.3 %**
- The median gender pay gap for the Council is **0 %**
- The council does not pay bonus payments

Calculating the Gender Mean Pay Gap

The average mean hourly rate for female employees is £12.39 which is lower compared to male employees which is £12.94. This is a difference of 55 pence. The calculation is set out below:

$0.55/£12.94 \times 100 =$ a gap of 4.25% (rounded up to 4.3%)

Pay quartiles by gender

Band	Males	Females	Description
A	62%	38%	Employees whose standard hourly rate places them at or below the lower quartile
B	38%	62%	Employees whose standard hourly rate places them above the lower quartile but at or below the median
C	45%	55%	Employees whose standard hourly rate places them above the median but at or below the upper quartile
D	59%	41%	Employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Identifying underlying causes of council's gender pay gap

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work regardless of their sex (or any other characteristic set out above). As such the council:

- evaluates job roles and pay grades to ensure a fair pay structure
- carries out pay and benefits audits at regular intervals
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews

The council is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the council and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely

than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This can be seen above in the table depicting pay quartiles by gender. This shows the council's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) up to D covering the highest-paid 25% (the upper quartile).

In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each band. However each band shows variances. 38% of the employees in band A are women and 62% men. Conversely, the percentage of male employees is lower in band B at 38% and band C at 45%. In the lowest pay band 59% are male compared to 41% female. The pay gap in this band is due to occupational segregation as manual worker roles are typically male dominated.

How does the council's gender pay gap compare with that of other councils?

Other public sector employers average a pay gap of 17% and the private sector is 21.1% (Office for National Statistics (ONS) 2017). At 4.3%, the council's mean gender pay gap is significantly lower than other organisations within the public sector and private sector.

The median gender pay gap for other public sector employers is 19.4% and the private sector is 23.7% (Office for National Statistics (ONS) 2017). The council's median gender pay gap is 0%.

What is the council doing to address its gender pay gap?

While the council 's gender pay gap compares favourably with that of the public sector generally and the whole UK economy this is not a subject about which the council is complacent and the organisation is committed to seeking to reduce the current gender pay gap further, particularly within the quartiles.

However, we also recognise that our scope to act is limited in some areas - for example we have no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that the council has taken to promote gender diversity in all areas of its workforce include the following:

- Encouraging women into senior roles and this is demonstrated through the gender profile of the Strategic Leadership Team which is split 50% male and female
- The council is a flexible working employer and this is firmly embedded within the culture. Currently 15% of the council's workforce has a flexible working contract; of which 76% are female

Creating an evidence base

To identify any barriers to gender equality and inform priorities for action, the council monitors gender to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for job
- the proportions of men and women leaving the council and their reasons for leaving;

- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the council;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- impact assessing all relevant HR policies and procedures

Any further initiatives launched throughout the year will be reported on the Council's intranet.

I, Julie Kenny, Director (Corporate Services) confirm that the information in this statement is accurate.

Signature

Date