

## **Gender Pay Gap Reporting 31<sup>st</sup> March 2019**

The Council's figures required under the Gender Pay Gap Reporting Legislation are detailed below and are for the snapshot date of 31 March 2019.

This information will be published on the Council's website and also reported on the Government portal.

All figures are based on 356 relevant employees (as defined by the guidance). The gender breakdown is that there are 174 female and 182 male employees.

### **Mean Gender Pay Gap**

The mean hourly rate of pay for males is £13.15

The mean hourly rate of pay for females is £13.01

This gives a mean gender pay gap of **1.06%** i.e. females on average are paid 1.06% less than males.

### **Median Gender Pay Gap**

The median hourly rate of pay for males is £10.54

The median hourly rate of pay for females is £11.97

This gives a median gender pay gap of **-13.56%** i.e. the median hourly pay for men is 13.56% lower than that for females.

### **Bonus Pay**

No staff receive bonus payments.

### **Quartile Breakdown**

The quartile breakdown shows the proportion of male and female employees in four pay bands. The bands are determined by ranking employees from highest to lowest paid and then dividing into four equal parts ('quartiles'). A percentage figure is then worked out.

For the snapshot date of March 2019 each quartile contained 89 employees. So Upper Quartile contains the 89 highest paid employees (as defined by the guidance) and the Lower Quartile the 89 lowest paid. To note, however, that due to the way the quartiles are determined it is possible that employees on the same rate of hourly pay may be in different quartiles (care is given to consider gender balance in this instance).

<b><u>Quartile Breakdown</u></b>	<b>Male</b>	<b>Female</b>
<b>Upper Quartile</b>	51.6% (56%)	48.3% (44%)
<b>Upper Middle Quartile</b>	38.2% (35.5%)	61.8% (64.5%)
<b>Lower Middle Quartile</b>	55.1% (37.3%)	44.9% (62.7%)
<b>Lower Quartile</b>	59.5% (68%)	40.5% (32%)

2018 figures are shown in brackets

### **Comparison with last year (2018)**

#### **Mean Gender Pay Gap**

The mean gender pay gap has fallen since March 2018 and can be seen to have halved from 6.24% to 1.06% which is another positive movement towards parity.

The increase in the mean hourly rate for female employees is partly due to the inclusion of more senior roles such as that of Strategic Director (Service Delivery) which had not been filled at the snapshot date last year.

The reduction in the mean gender pay for males may be impacted by the recruitment of female employees into senior posts previously held by males.

#### **Median Gender Pay Gap**

The median gender pay gap has fallen slightly from March 2018 from -11.61 % to -13.56% which means that the median average pay for female employees remains greater than that of male employees.

#### **Quartile Breakdown**

As mentioned above the change in postholders of a small number of more highly paid posts, which were occupied by male employees will have impacted the figures, together with the substantial difference in the number of male and female employees in the upper middle quartile. There has also been a significant change in the gender distribution in the lower middle quartile with a change from 37.3% male and 62.7% female to 55.1% male and 44.9% female, this together with the much higher number of male employees in the lower quartile, although a smaller gap than last year, will also have an impact.

It should be noted that due to the relatively small number of employees that the data is based on a small number of changes can have a larger than expected impact on the overall figures.