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Gender Pay Gap Report 2020

Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all public sector bodies with more than 250 employees to publish information about gender pay gaps by 30 March of each year. Due to the COVID-19 pandemic, employers were given until 5 October 2021 to submit their gender pay gap information for the current reporting year.

The **gender pay gap** is a measure of the difference between men's and women's average earnings across the organisation and is expressed as a percentage of men's earnings. The council is required to report on the following:

- difference between the **mean hourly rate of pay** for men and women
- difference between the **median hourly rate of pay** for men and women
- proportions of men and women who were paid bonus pay
- difference between the **mean bonus pay** paid to men and women
- difference between the **median bonus pay** paid to men and women
- proportions of men and women in each of four equal pay quartiles

Gender pay gap is not the same as 'equal pay' - it is not about men and women being paid differently for the same job which is prohibited by equal pay legislation. A gender pay gap may reveal a difference between the average earnings of men and women but does not indicate that people are not being paid fairly.

The information provided in this report is based on a '**snapshot date**' of **31 March 2020**. The pay and workforce data relates to all council employees (excluding maintained schools) employed on 31 March 2020 and casual workers paid during that month. Appendix 1 'Understanding the gender pay gap report' provides an overview of key terms and definitions.

Gender Pay Gap Analysis

1. Mean gender pay gap in hourly rate

The difference between the mean (average) hourly rate of pay for men and women.

Average hourly rate of pay of male employees	=	£13.35
Average hourly rate of pay of female employees	=	£13.02
Mean gender pay gap	=	2.4%

The council has a positive pay gap showing that the average hourly pay rate of female employees is 2.4% (£0.33) less than that of male employees. This represents a further narrowing of the mean gender pay gap compared to previous years: 2019 (3.4%), 2018 (6.6%) and 2017 (6.7%).

2. Median gender pay gap in hourly pay

The difference between the median (middle) hourly rate of pay for men and women.

Middle hourly rate of pay of male employees	=	£11.56
Middle hourly rate of pay of female employees	=	£11.61
Median gender pay gap	=	-0.4%

The council has a negative pay gap between female and male employees' median hourly rate of pay. Women's median hourly rate is 0.4% higher than that of male employees. Although a smaller difference than reported in 2019 (-4.6%), the council is maintaining a negative median gender pay gap.

3. Male and female employees who received bonus payments

The proportion of male and female employees receiving bonus pay in the 12 months preceding 31 March 2020.

Percentage of male employees receiving bonus payments	=	0.6%
Percentage of female employees receiving bonus payments	=	1.0%

4. Mean gender pay gap in bonus pay

The difference between the mean bonus pay for men and women in the 12 months preceding 31 March 2020.

Average bonus payment made to male employees	=	£0.56
Average bonus payment made to female employees	=	£1.02
Mean gender pay gap in bonus pay	=	-82.9%

5. Median gender pay gap in bonus pay

The difference between the median bonus pay for men and women in the 12 months preceding 31 March 2020.

Middle bonus payment made to male employees	=	£100
Middle bonus payment made to female employees	=	£100
Median gender pay gap in bonus pay	=	0%

The only bonus payments within the council are gift vouchers presented to employees on reaching 25 years' continuous service as part of a long service award. Twenty-three female employees and five male employees received a long service award in the 12 months preceding 31 March 2020. The differences in bonus payments reflects that more women than men reached 25 years' service within the reporting period.

6. Gender pay gap quartiles

The proportion of male and female full-pay employees in four pay bands

(i) Upper quartile

Percentage of male employees in upper quartile pay band	=	31%
Percentage of female employees in upper quartile pay band	=	69%
Average hourly rate of male employees	=	£20.29
Average hourly rate of female employees	=	£19.94
Mean gender pay gap – upper quartile	=	1.7%

(ii) Upper middle quartile

Percentage of male employees in upper middle quartile pay band	=	23%
Percentage of female employees in upper middle quartile pay band	=	77%
Average hourly rate of male employees	=	£13.05
Average hourly rate of female employees	=	£12.88
Mean gender pay gap – upper middle quartile	=	1.3%

(iii) Lower middle quartile

Percentage of male employees in lower middle quartile pay band	=	33%
Percentage of female employees in lower middle quartile pay band	=	67%
Average hourly rate of male employees	=	£10.22
Average hourly rate of female employees	=	£10.35
Mean gender pay gap – lower middle quartile	=	-1.3%

(iv) Lower quartile

Percentage of male employees in lower quartile pay band	=	26%
Percentage of female employees in lower quartile pay band	=	74%
Average hourly rate of male employees	=	£9.20
Average hourly rate of female employees	=	£9.15
Mean gender pay gap – lower quartile	=	0.6%

Appendix 1: Understanding the gender pay gap report

Pay

Includes: basic pay after salary sacrifice, full pay for leave, allowances, shift premium pay, pay for piecework

Excludes: overtime, redundancy pay, pay related to termination of employment, expenses

Bonus

Includes: Profit sharing, productivity, performance, incentive and commission, long service awards with a monetary value

Full pay relevant employee

The majority of gender pay gap calculations are based on 'full-pay relevant employees' - this refers to any employee who is employed on the snapshot date (31 March 2020) and paid their usual full pay.

This means:

- an employee on any kind of leave and not being paid their usual full amount in the pay period, is not a 'full pay relevant employee' and are excluded from gender pay gap calculations.
- employees who receive no pay at all during the relevant pay period, whether or not this is as a result of being on leave are excluded from the gender pay gap calculations.
- leave includes (a) annual leave (b) maternity, paternity, adoption, parental or shared parental leave (c) sick leave and (d) special leave.

Pay quartiles

Pay quartile calculations require an employer to show the proportions of male and female "full-pay relevant employees" in four quartile pay bands. This is done by:

- dividing the workforce (so far as possible) into four equal sections to determine the lower, lower middle, upper middle and upper quartile pay bands.
- where employees receiving the same hourly rate of pay fall within more than one quartile pay band, a relative proportion of male and female employees receiving that rate of pay is assigned to each of those pay quartiles.