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Gender Pay Gap Report 2023

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.

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:

- percentage of men and women in each hourly pay quarter.
- mean (average) gender pay gap for hourly pay.
- median gender pay gap for hourly pay.
- percentage of men and women receiving bonus pay.
- mean (average) gender pay gap for bonus pay.
- median gender pay gap for bonus pay.

The information provided in this report is based on a '**snapshot date**' of **31 March 2023**. The pay and workforce data relates to all council employees (excluding maintained schools) employed on 31 March 2023 and casual workers paid during that month. The 'Understanding the gender pay gap report' section at the end of this report provides an overview of key terms and definitions.

Gender Pay Gap Analysis

1. Percentage of men and women in each hourly pay quarter

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

(i) Upper hourly pay quarter

Percentage of male employees in upper hourly pay quarter	=	28%
Percentage of female employees in upper hourly pay quarter	=	72%

(ii) Upper middle hourly pay quarter

Percentage of male employees in upper middle pay quarter	=	25%
Percentage of female employees in upper middle pay quarter	=	75%

(iii) Lower middle hourly pay quarter

Percentage of male employees in lower middle pay quarter	=	31%
Percentage of female employees in lower middle pay quarter	=	69%

(iv) Lower hourly pay quarter

Percentage of male employees in lower hourly pay quarter	=	34%
Percentage of female employees in lower hourly pay quarter	=	66%

2. Mean (average) gender pay gap for hourly pay

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

○ Average hourly rate of pay of male employees	=	£14.91
○ Average hourly rate of pay of female employees	=	£15.20
○ Mean gender pay gap	=	-2.0%
○ For every £1 a man earns, a woman earns	=	£1.02

The council has a negative pay gap showing that the average hourly pay rate of female employees is -2.0% (£0.29) more than that of male employees. The mean gender pay gap has narrowed further compared to last year (0.30%) and previous years: 2022 (2.6%) 2021 (2.6%); 2020 (2.4%); 2019 (3.4%), 2018 (6.6%) and 2017 (6.7%).

3. Median gender pay gap for hourly pay

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

○ Middle hourly rate of pay of male employees	=	£12.69
○ Middle hourly rate of pay of female employees	=	£13.65
○ Median gender pay gap	=	-7.6%
○ For every £1 a man earns, a woman earns	=	£1.08

The council has a negative pay gap between female and male employees' median hourly rate of pay. Women's median hourly rate is 7.6% higher than that of male employees. The negative median pay gap has increased compared to last year, -5.6%, 2022.

4. Percentage of men and women receiving bonus pay

The proportion of male and female employees receiving bonus pay in the 12 months preceding 31 March 2023.

○ Percentage of male employees receiving bonus payments	=	1.57%
○ Percentage of female employees receiving bonus payments	=	1.22%

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. Thirty-two female employees and 17 male employees received a long service award in the 12 months preceding 31 March 2023. The difference in the proportion of men and women in receipt of bonus payments reflects that more women than men reached 25 years' service within the reporting period.

5. Mean (average) gender pay gap for bonus pay

The difference between the mean bonus pay for men and women in the 12 months preceding 31 March 2023.

○ Average bonus payment made to male employees	=	£100.00
○ Average bonus payment made to female employees	=	£100.00
○ Mean gender pay gap in bonus pay	=	0%

6. Median gender pay gap for bonus pay

The difference between the median bonus pay for men and women in the 12 months preceding 31 March 2023.

○ Middle bonus payment made to male employees	=	£100.00
○ Middle bonus payment made to female employees	=	£100.00
○ Median gender pay gap in bonus pay	=	0%

Understanding the gender pay gap report:

Ordinary Pay

Includes: basic pay after salary sacrifice, full pay for leave, allowances, shift premium pay, pay for piecework. Excludes: overtime pay, allowances earned during paid overtime hours, redundancy pay, pay related to termination of employment, pay in lieu of annual leave, any repayments of authorised expenses, benefits in kind

Bonus

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

Full pay relevant employees

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 2023) and paid their usual full pay. This means:

- an employee on any kind of leave and is receiving less than full pay in the pay period, is not a ‘full pay relevant employee’ and is excluded.
- 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.

Hourly pay quarters

Hourly pay quarter calculations require an employer to show the proportions of male and female “full-pay relevant employees” in four pay bands. This is done by:

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

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