

APPENDIX TWO

GENDER PAY GAP 2017/18

This is the Council's first gender pay gap report. It sets out the difference between the average pay of the men and women who work in the Council.

What is a Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women across an organisation.

The Council's gender pay gap is reported as:

- The **mean** gender pay gap
- The **median** gender pay gap
- The proportion of males and females in each **quartile** pay band.

The gender pay gap is calculated using **gross hourly** rate of pay.

It captures pay differences between men and women, irrespective of their role or seniority. For example, an organisation that is over-populated by men in higher paid/senior roles and women in lower paid roles will have a gender pay gap.

How did we calculate the Gender Pay Gap?

The data is based on the pay period in which **March 31st** falls.

The elements of pay used to calculate the Gender Pay Gap is referred to as **ordinary pay**.

Ordinary Pay:

The pay elements **included**: basic pay, pay for leave and shift premium pay and allowances such as first aid, standby payments.

The pay elements **excluded**: Overtime and allowances earned during paid overtime hours, remuneration related to redundancy or termination of employment, expenses, pay in lieu of annual leave or any arrears of pay.

Who has been included in the calculations?

The pay data has been taken from the Council's workforce of 3,838 employees, at March 31st 2017, which represents 1,297 (34%) males and 2,541 (66%) females.

The pay data **excludes casual employees and all schools' employees.**

What is the Mean Gender Pay Gap and the Median Gender Pay Gap?

The mean pay gap is the difference in the **average** hourly rate between men and women.

The median pay gap is the difference between the **midpoint** in the ranges of hourly rates of men and women. The median is the numerical value which splits the top 50% of the workforce from the bottom 50%.

Our Gender Pay Gap

- Mean Pay Gap**

Our average hourly rate for men is £13.44.

Our average hourly rate for women is £11.91.

Our mean pay gap between men and women is 11.4%.

Mean	11.4%	Male	£13.44
		Female	£11.91

- Median Pay Gap**

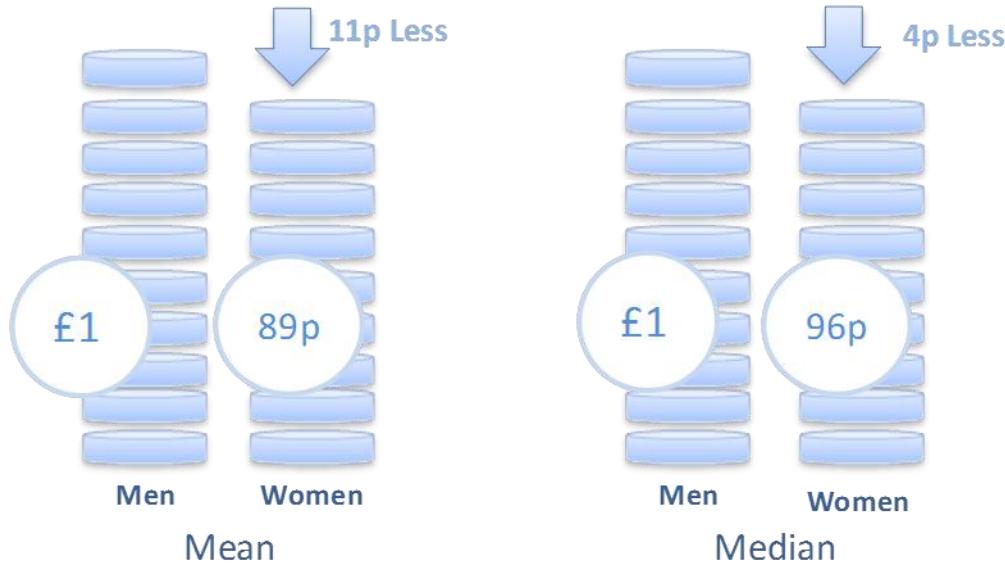
Our median pay hourly rate for men is £11.75

Our median hourly rate for women is £11.26

Our median pay gap between men and women is 4.17%

Median	4.17%	Male	£11.75
		Female	£11.26

Our Mean & Median Gender Pay Gap



What are Pay Quartiles?

Pay quartiles are created by ranking each relevant employee in order of their gross hourly rates of pay, and then dividing those employees into four equal groups from the lowest paid to the highest paid. They show the proportions of men and women in each of four pay quartiles.

Our Pay Quartiles

Quartiles	Men		Women	
	%	Ee's	%	Ee's
Upper: 75-100% of full-pay relevant employees Hourly Rate between £14.38 & £70.24	42.92%	412	57.08%	548
Upper middle: 50-75% of full-pay relevant employees Hourly Rate between £11.26 & £14.38	35.56%	341	64.44%	618
Lower middle: 25-50% of full-pay relevant employees Hourly Rate between £8.69 & £11.26	33.65%	323	66.35%	637
Lower: 0-25% of full-pay relevant employees Hourly Rate between £3.40 & £8.69	23.04%	221	76.96%	738
Total	33.79%	1297	66.21%	2541

Top quartile (highest paid)

Women 57.1%

Men 42.9%

57.1% of the top quartile are women

Upper middle quartile

Women 64.4%

Men 35.6%

64.4% of the upper middle quartile are women

Lower middle quartile

Women 66.4%

Men 33.6%

66.4% of the lower middle quartile are women

Lower Quartile (Lowest Paid)

Women 77%

Men 23%

77% of the lower middle quartile are women

For comparison purposes, the Office of National Statistics has measured the UK's gender pay gap (median pay) as being **18.1%** in 2016.

Whilst the Council's Gender Pay Gap is lower than the UK's median gender pay gap, we are committed to closing the gap. We will do this by continuing to review and monitor the gender pay gap and one of the actions of the 'Workforce Plan 2018 – 2022' is to 'to develop a strategy to close the Council's gender pay gap'.