

## GENDER PAY GAP 2018 and 2019

An organisation is required to publish its gender pay gap annually for the previous year. The Council first reported its gender pay gap last year for 2017.

This year, we are reporting the Council's gender pay gap for 2018 and 2019 to provide more timely information. Going forward, the gender pay gap will then be reported annually.

The gender pay gap 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.

### 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%.

### 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 for 2018 and 2019 has been taken from the Council's workforce of:

3,741 employees, at March 31<sup>st</sup> 2018, which represents 1,256 (33.57%) males and 2,485 (66.43%) females and

3,784 employees, at March 31<sup>st</sup> 2019, which represents 1,277 (33.75%) males and 2,507 (66.25%) females

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

### **Our Gender Pay Gap**

- **Mean Pay Gap**

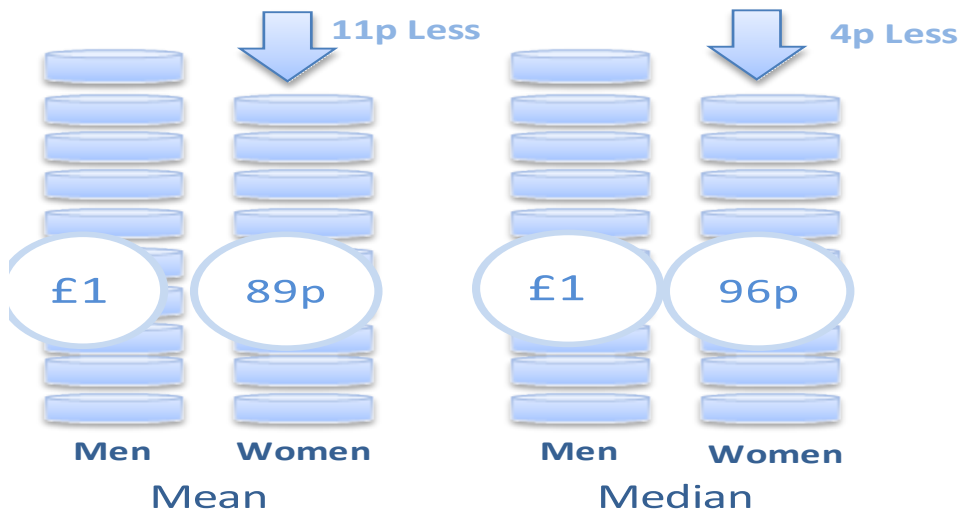
<b>MEAN PAY GAP</b>	<b>2018</b>	<b>2019</b>
<b>Average Hourly Rate for Men</b>	<b>£13.73</b>	<b>£14.20</b>
<b>Average Hourly Rate for Women</b>	<b>£12.16</b>	<b>£12.90</b>
<b>Mean Pay Gap (between men and women)</b>	<b>11.43%</b>	<b>9.15%</b>

- **Median Pay Gap**

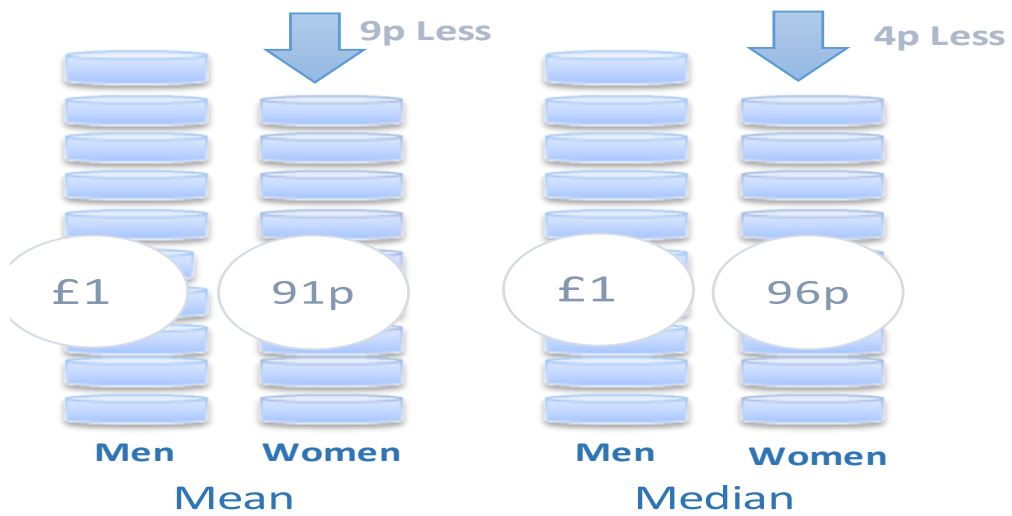
<b>MEDIAN PAY GAP</b>	<b>2018</b>	<b>2019</b>
<b>Average Hourly Rate for Men</b>	<b>£11.88</b>	<b>£12.46</b>
<b>Average Hourly Rate for Women</b>	<b>£11.38</b>	<b>£11.97</b>
<b>Median Pay Gap (between men and women)</b>	<b>4.21%</b>	<b>3.93%</b>

Our Mean & Median Gender Pay Gap

2018



2019



## What are Pay Quartiles?

As part of gender pay gap reporting, we are required to publish 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

**2018**

Quartiles	Men		Women	
	%	Ee's	%	Ee's
<b>Upper:</b> 75-100% of full-pay relevant employees Hourly Rate between <b>£14.61 &amp; £70.94</b>	32%	399	22%	536
<b>Upper middle:</b> 50-75% of full-pay relevant employees Hourly Rate between <b>£11.38 &amp; £14.61</b>	26%	333	24%	603
<b>Lower middle:</b> 25-50% of full-pay relevant employees Hourly Rate between <b>£8.85 &amp; £11.38</b>	24%	313	25%	622
<b>Lower:</b> 0-25% of full-pay relevant employees Hourly Rate between <b>£3.50 &amp; £8.85</b>	18%	211	29%	724
<b>Total</b>	<b>34%</b>	<b>1256</b>	<b>66%</b>	<b>2485</b>

The above table shows the % of total men and % of total women that fall in each quartile, for example:

32% of the total number of men employed fall into the upper quartile and 22% of the total number of women fall into the upper quartile.

## Quartiles

### **Top quartile (highest paid)**

Women 59% Men 41%

59% of the top quartile are women

### **Upper middle quartile**

Women 65% Men 35%

65% of the upper middle quartile are women

### **Lower middle quartile**

Women 69% Men 31%

69% of the lower middle quartile are women

### **Lower Quartile (Lowest Paid)**

Women 78% Men 22%

78% of the lower middle quartile are women

The above quartiles show the % of men and the % of women that make up each quartile, for example,

The upper quartile is made up of 59% women and 41% men.

## 2019

Quartiles	Men		Women	
	%	Ee's	%	Ee's
<b>Upper:</b> 75-100% of full-pay relevant employees Hourly Rate between <b>£15.17 &amp; £70.94</b>	31%	392	22%	554
<b>Upper middle:</b> 50-75% of full-pay relevant employees Hourly Rate between <b>£11.97 &amp; £15.11</b>	26%	340	24%	606
<b>Lower middle:</b> 25-50% of full-pay relevant employees Hourly Rate between <b>£9.49 &amp; £11.97</b>	24%	301	26%	645
<b>Lower:</b> 0-25% of full-pay relevant employees Hourly Rate between <b>£3.70 &amp; £9.49</b>	19%	244	28%	702
<b>Total</b>	<b>34%</b>	<b>1277</b>	<b>66%</b>	<b>2507</b>

## Quartiles

### Top quartile (highest paid)

Women 60% Men 40%

60% of the top quartile are women

### Upper middle quartile

Women 66% Men 34%

66% of the upper middle quartile are women

### Lower middle quartile

Women 69% Men 31%

69% of the lower middle quartile are women

### Lower Quartile (Lowest Paid)

Women 75% Men 25%

75% of the lower middle quartile are women

In January 2019, this Committee gave approval for the Council to subscribe to the 'Chwarae Teg Fair Play Employer Scheme' for a 12 month period with the aim of becoming a Fair Play Employer..

Chwarae Teg, is Wales's leading gender equality charity. The FairPlay Employer Scheme will help us identify and tackle barriers in our organisation and will then work with us on developing an action plan so that we can build on the things we do well and develop the areas we need to improve.

Whilst there have been many advances in gender equality over recent years, the gender pay gap in Wales still stands at around 15% overall. The gender pay gap for this Council is significantly lower than the Welsh figure, at 3.93%, however, there are still things we can do as a Council to improve on this. This is especially important for us as just over 70% of our employees are female.