

GENDER PAY GAP 2022

An organisation is required to publish its gender pay gap annually for the previous year.

This report sets out the Council's gender pay gap for 2022.

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. It is a measure across all jobs in an organisation, not of the difference in pay between men and women for doing the same job.

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 in favour of men.

The gender pay gap can be positive or negative. If it is a positive figure, this means that on average, men's earnings are higher than those of women and if the pay gap is negative, on average, women's earnings are higher than those of men.

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 middle value of pay which splits the top 50% of the workforce from the bottom 50%.

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 equal pay quartiles (lower, lower middle, upper middle and upper quartile).

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 2022 has been taken from the Council's workforce (excluding schools) as a snapshot on 31st March 2022.

On March 31st 2022, there were 3773 employees which represents 1399 (37%) males and 2374 (63%) females.

The pay data excludes casual employees.

Our Gender Pay Gap

Appendix 1a sets out the Council's gender pay gap reported as the mean, median and pay quartiles.

Our Mean Gender Pay Gap

	2022	2021
All employees (excluding schools)	4.26%	6.59%

Our mean gender pay gap shows that on average, women earn 4.26% per hour less than men. In other words, on average, a female would earn 96p for every £1 earned by a male employee.

You can see that the mean gender pay gap has decreased from 6.59% since 2021 when a female earned 93p for every £1 earned by a male employee.

Our Median Gender Pay Gap

	2022	2021
All employees (excluding schools)	3.56%	3.86%

The median pay gap is the number that is the midpoint when all employees' hourly rates of pay are lined up from lowest to highest.

For example, Appendix 1a shows that our median (midpoint) hourly rate for our male employees is £13.78 and for our female employees, £13.29. This represents a median gender pay gap of 3.56%.

In comparison, there has been a slight decrease in the pay gap between males and females since 2021.

Our Pay Quartiles

The pay quartiles in Appendix 1a show the percentage of men and women that make up each equal pay quartile.

For example, the top quartile (highest paid) is made up of 59% women and 41% men and the lower quartile (lowest paid) is made up of 58% women and 42% men.

Gender Pay Gap across the UK

For comparison purposes, the Office of National Statistics has measured the UK's gender pay gap (median pay) as being 15.1% in 2021 and 14.9% in 2022, which are still below the levels of 17.4% in 2019.

Our Commitment

Whilst the Council's Gender Pay Gap is lower than the UK's median gender pay gap, we are committed to closing the gap.

On January 14th 2019, the Personnel Committee gave approval for the Council to subscribe to the 'Chwarae Teg Fair Player Scheme'.

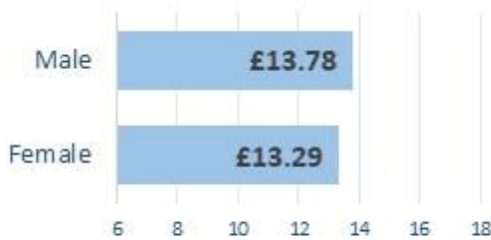
The organisation, 'Chwarae Teg' is currently working alongside the Council and has helped develop a bespoke 'Gender Equality Action Plan' with evidence based actions to improve gender equality and reduce the Council's gender pay gap.

All employees (Excluding Schools)

Our Gender Pay Gap

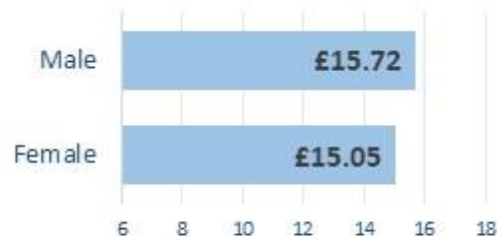
Median Hourly Rate

3.56%



Mean Hourly Rate

4.26%



Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Upper: 75-100% of full-pay relevant employees. Hourly Rate between **£17.80 & £71.72**

41%



59%

Upper middle: 50-75% of full-pay relevant employees. Hourly Rate between **£13.58 & £17.80**

42%



58%

Lower middle: 25-50% of full-pay relevant employees. Hourly Rate between **£11.24 & £13.58**

38%



62%

Lower: 0-25% of full-pay relevant employees. Hourly Rate between **£4.62 & £11.24**

42%



58%