



## Gender Pay Gap Statement

April 2022

### Introduction

Local authorities with more than 250 employees are required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to report publicly every year on the differences in the average pay and bonuses of men and women. This requirement commenced in April 2017 and must be carried out on an annual basis going forward.

### What do we report on?

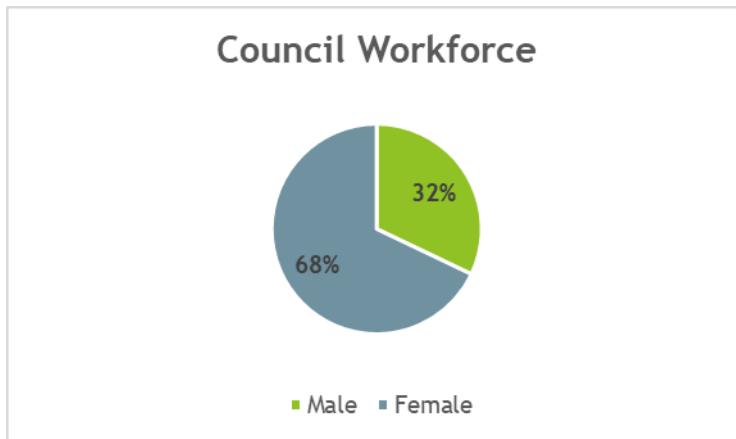
Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees
Mean bonus pay gap	The difference between the mean bonus pay paid to male employees and that paid to female employees
Median bonus pay gap	The difference between the median bonus pay paid to male employees and that paid to female employees
Bonus proportions	The proportions of male and female employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

The calculations and accompanying statement must be published on the Council's website and on the Government, gender pay gap website, and will remain available for 3 years.

This statement provides the statutory calculations for the required snapshot date of 31 March 2022 and a supporting narrative as to why there is a gap and what actions we will take to reduce the gender pay gap.

All the figures in this report have been calculated in line with the Advisory, Conciliation and Arbitration Service (ACAS) - managing gender pay gap reporting guidance.

The council's workforce consists of more females than males and the gender pay gap figures should be considered in the context of this gender distribution.



The **mean** gender pay gap data involves adding up all of the hourly rates and dividing the result by the full pay relevant males and females respectively. Our mean gender pay gap is 6.71%. The average male hourly pay rate is £18.03 and the average female hourly rate is £16.82. This is a difference of £1.21 per hour.

The **median** gender pay gap data involves listing all the hourly rates by males and females in numerical order. The median is the middle number for each gender. Our median gender pay gap is 10.54%. The middle male hourly pay rate is £18.02 and the middle female hourly rate is £16.12. This is a difference of £1.90 per hour.

The council is confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work; rather its gender pay gap is the result of the roles in which male and females work and the salaries that those roles attract. More female employees work part time, 28% of the female workforce compared to 8% of the male workforce work less than 30 hours per week. Females are also more likely than their male colleagues to have breaks from work to bring up children.

The Council pays long service awards to employees as follows:

- £100 for 10 years' service
- A further £50 a year for every 5 years thereafter.

The **mean** gender pay gap bonus data involves adding up all the bonus payments and dividing the result by the total number of males and females receiving bonuses. Our mean gender pay gap for bonus pay is -1.99%. The average male bonus payment is £66.67 and the average female bonus pay is £68. This is a difference of £1.33.

The **median** gender pay gap bonus data involves listing all the bonus payments by males and females in numerical order. The median is the middle number for each gender. Our median gender pay gap for bonus payments is 0%. The middle male bonus payment is £50 and the

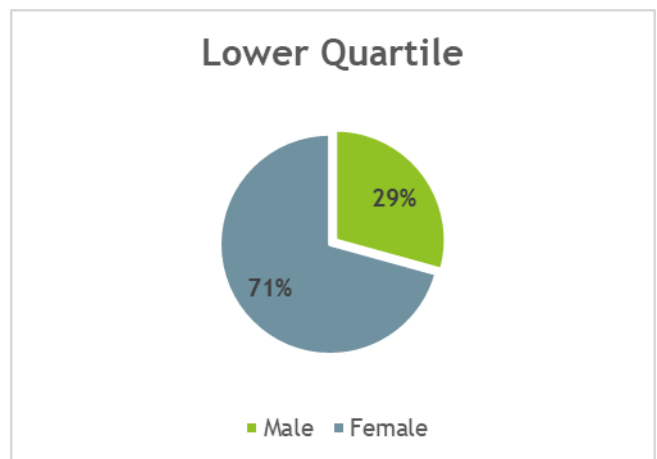
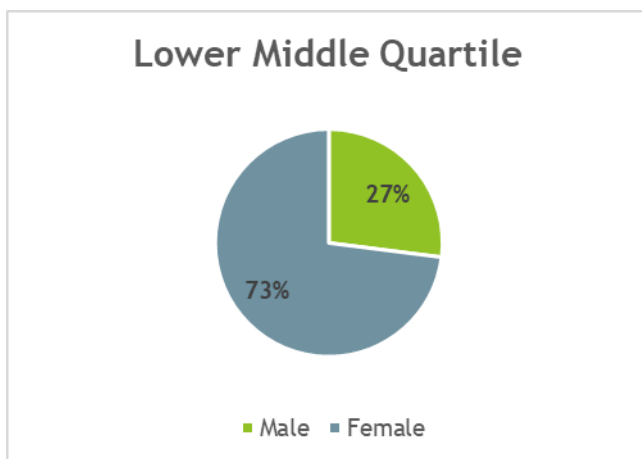
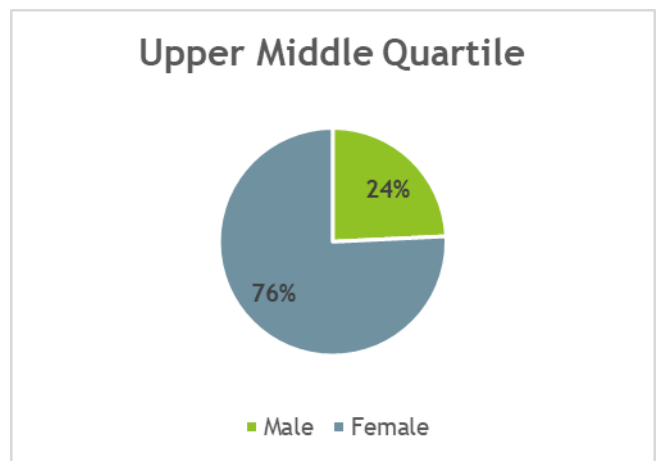
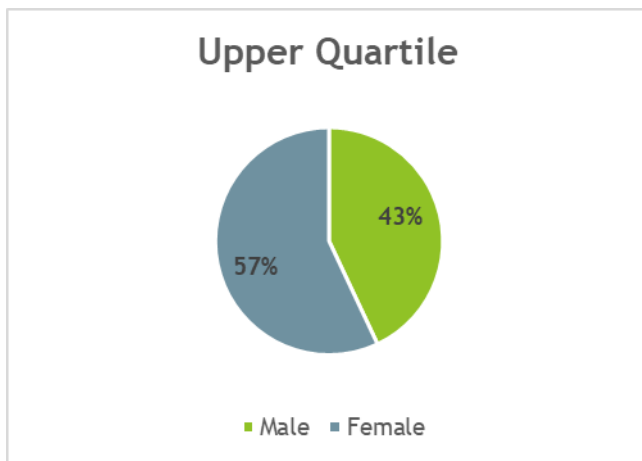
middle female bonus payment is £50. This is a difference of £0.

The percentage of males who received a bonus in the 12 month period ending on 31 March 2022 was 4%. The percentage of females who received a bonus in the same period was 8%.

The gender pay gap bonus data will always fluctuate as this is based on an employee's length of service. The council has a predominately female workforce, and this is reflected in the long service bonuses payed out with only 6 paid to male employees and 25 to female employees.

### Pay quartiles

Pay quartiles are calculated by ordering all the hourly pay rates of pay from lowest to highest and dividing them into four bands (quartiles). The charts below show the percentage of males and females in each quartile.



## **Analysis**

The following actions help us reduce the gender pay gap:

- training of managers to ensure they are aware of the risk of unconscious bias during recruitment decisions.
- promoting flexible working practices and monitoring requests for changes to working patterns
- providing opportunities for all employees to improve their skills through undertaking an apprenticeship
- developing a suite of data collection to monitor trends i.e. return to work after maternity, paternity, adoption or shared parental leave
- reporting trends from exit interviews
- fair and robust recruitment and job evaluation processes to assure opportunities and development for all staff
- ensure that part time staff are not subject to detriment because of their working hours
- internal and external mentoring schemes to support employee development
- introduction of hybrid working, allowing greater flexibility in working arrangements / locations

## **Approval**

This statement has been approved by the Senior Leadership Team.

## **Review**

A new statement and calculations will be published annually.