



Gender Pay Gap as at 31 March 2022

Background

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires public sector employers with 250 or more employees on the snapshot date of 31 March each given year, to carry out gender pay analysis and reporting.

The gender pay gap report must set out the Council's results in relation to:

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

The Council is required to publish the results on our website by 31 March each year. In addition, the results must also be published on a specified government website.

The Government considers that the rate of progress in terms of closing the gender pay gap continues to be too slow and has committed to closing the gap within a generation. Gov.uk has outlined some potential actions for employers to consider.

The gender pay gap reporting requirements enable employers to compare the gender pay gap in its own organisation and look at ways to close the gap if an issue arises.

The data analysed relates to all "employees" of the Council and includes those under a contract of service, apprenticeship or a contract to do work personally. The analysis is based on all individual employees and not full-time equivalents. The pay is based on ordinary pay which includes basic pay (hourly rate), occupational

pension benefits, contractual enhancements and sick pay. The hourly rate is used as it takes account of the fact that more men than women work full time. It excludes expenses, overtime pay, pay in lieu of leave, benefits in kind, redundancy pay and other payments transferable to termination.

Gender Pay Gap Outcomes as at 31 March 2022

Gender Pay Gap Analysis

The results of the 6 required calculations are outlined below, based on the data obtained for the snapshot date of 31 March 2022.

The Council employed 486 eligible individuals on the snapshot date. This is a drop from the previous period of 504 which was made up of 212 male employees and 292 female employees. It should be noted that 18 of these were casuals working on the snapshot date of 31 March 2022. All casual employees were in the lower quartile, 4 of which were male and 14 female. When split into gender the figures are as follows:

Gender	Number of Employees	Percentage Difference
Female	289	59%
Male	197	41%

Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.

Gender	Hourly Rate	Percentage Difference for Gender Pay Gap
Female	£14.47	14.2%
Male	£16.87	

The average hourly rate of female employees’ is 14.2% lower than male employees. The gap has increased from 12.9% as at 31 March 2021 with the mean hourly rate as at that date being £14.39 for females and £16.52 for males.

The mean is calculated by adding up all the relevant earnings of employees and dividing that figure by the number of employees. A mean average gives a good overall indication of the gender pay gap, but very large or small pay rates can “dominate” and distort the answer.

Median Gender Pay Gap

The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.

Gender	Hourly Rate	Percentage Difference for Gender Pay Gap
Female	£13.10	14.1%
Male	£15.25	

The median hourly rate of female employees’ is 14.1% lower than male employees. In accordance with the Annual Survey of Hours and Earnings – Gender Pay Gap in

the UK - Office for National Statistics (ONS) 2022 the longer-term trend of the gender pay gap for all employees (full and part time) is 14.9%. Therefore, the Council's median gender pay gap remains less than this national statistic.

Overall, this data shows that women earn 86p for every £1 that men earn when comparing median hourly wages.

Mean Bonus Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

The Council does not consider that it pays bonus in accordance with the criteria set out and therefore reporting on this element is not applicable.

Median Bonus Gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

The Council does not consider that it pays bonus in accordance with the criteria set out and therefore reporting on this element is not applicable.

Bonus Proportions

The proportions of male and female relevant employees who were paid bonus during the relevant period.

The Council does not consider that it pays bonus in accordance with the criteria set out and therefore reporting on this element is not applicable.

Quartile Pay Bands

The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Quartile	Gender	Number of Employees	Percentage of Total	Percentage in Each Quartile
Upper Quartile	Male	69	14%	56.5%
	Female	53	11%	43.5%
	<i>Total</i>	<i>122</i>	<i>25%</i>	<i>100%</i>
Upper Middle Quartile	Male	48	10%	40%
	Female	73	15%	60%
	<i>Total</i>	<i>121</i>	<i>25%</i>	<i>100%</i>
Lower Middle Quartile	Male	43	9%	35%
	Female	79	16%	65%
	<i>Total</i>	<i>122</i>	<i>25%</i>	<i>100%</i>
Lower Quartile	Male	37	8%	30.5%
	Female	84	17%	69.5%
	<i>Total</i>	<i>121</i>	<i>25%</i>	<i>100%</i>

There is a relatively even split of males and females in the Upper Quartile and a greater differential in all other quartiles. The data highlights that females have increased in the upper middle quartile, but reduced marginally in all other quartiles. Male employees have remained the same in the upper quartile, decreased most notably in the upper middle quartile and then decreased slightly in the lower quartiles. The largest change as reflected above is in the upper middle quartile with females increasing by 5 and males reducing by 10.

The Upper Middle Quartile, Lower Middle Quartile and Lower Quartile outline larger differences in the number of male and female employees in those categories. This is consistent with the previous reporting years, particularly with the Lower Middle Quartile and Lower Quartile. The headcount of the Council has reduced from 504 to 486 for this reporting period and the figures in the quartiles reflect this.

The proportion of males and females in the upper quartile has remained the same as in the previous reporting year, with 14% of that quartile being male and 11% female. This is despite there being less females in the upper quartile than the previous reporting period, but the calculation is based on a smaller headcount than in that period. The percentages in the lower middle quartile and the lower quartile have remained the same as the previous reporting year. . The greatest change has been in the upper middle quartile as females have increased from 13.5% to 15% and males have reduced from 11.5% to 10% of the total workforce.

Overall, females occupy 43.5% of the highest paid jobs and 69.5% of the lowest paid jobs.

Analysis of Full and Part Time Employees in each Quartile

Gender.	Full Time		Part Time		Full Total	Part Time		Part Total	Grand Total		
	Female	%	Male	%		Female	%			Male	%
UPPER QUARTILE	35	28.5%	63	51.5%	98	18	15%	6	5%	24	122
UPPER MIDDLE QUARTILE	52	43%	44	36%	96	21	17.5%	4	3.5%	25	121
LOWER MIDDLE QUARTILE	39	32%	32	26%	71	40	33%	11	9%	51	122
LOWER QUARTILE	19	15.5%	18	15%	37	65	54%	19	15.5%	84	121
Grand Total	145		157		302	144		40		184	486

In order to analyse the quartiles further, an additional piece of reporting was conducted into the breakdown of full and part time staff, by gender, in each quartile as evidenced in the table above.

All quartiles show that females significantly occupy more part time posts than male employees. In the lower and lower middle quartiles there are 105 part time female employees and 30 part time male employees.

The table further demonstrates that there is a greater proportion of full-time males in the upper quartile (63 males and 35 females). This is in line with last years reporting data. In the upper middle quartile the number of full time male employees has

decreased from 54 to 44 and the number of full time female employees has increased from 46 to 52.

Overall there are fewer male employees (197) than female employees (289). The calculations for the gender pay gap do not require an employer to distinguish between full time and part time employees. However, an analysis of this data is helpful in understanding the pattern of employment within the figures and how this may impact upon the gender pay gap as outlined above.