

Gender Pay Gap Reporting

Introduction

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The Council has 250 full-pay relevant employees, 33.2% male and 66.8% female.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. This is distinct from equal pay where men and women in the same job/role perform equal work and receive equal pay.

The Council's employment and employee policies are free from gender bias.

Requirements

Under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish gender pay gap information relating to employees.

The Council must publish, for 2019 and each subsequent year, the following information:

- a) the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- b) the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- c) the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees;
- d) the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees;
- e) the proportions of male and female relevant employees who were paid bonus pay; and
- f) the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

A full-pay relevant employee is any relevant employee in receipt of full pay at the snapshot date of the 31st March; any relevant employees that are on reduced pay are not included (such as sick, maternity, unpaid leave).

The information must be published within the period of 12 months beginning with the snapshot date of the 31st March 2017 (and subsequent years). In addition to publishing on the Council's website, the data must be reported to government online using the gender pay gap reporting service. The deadline for March 2019 data publication is 30th March 2020.

2019 salary data is based on the snapshot date of 31st March 2019. The Council does not operate any bonus schemes.

Equality and Diversity Strategy

As an employer the Council is committed to equality and valuing diversity within its workforce. The Council’s Workforce Strategy sets out the high level objectives for the workforce, identifying performance measures by which progress can be judged and puts forward a range of priorities which provide a work programme of future activity with regard to workforce development.

The Council will not discriminate against anyone, in particular but not exclusively under the Equality Act 2010, on grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex or sexual orientation.

The Council believes it is important that its entire workforce contributes to the achievement of all of the Council’s objectives. All employees are given equal access to corporate training and development opportunities and individual requirements are identified via the Council’s Appraisal Scheme.

Gender Pay Gap Information

- a) The difference between the mean hourly rate of pay for a male employee and a female employee is **14.6%**.
- b) The difference between the median hourly rate of pay for a male employee and a female employee is **18.1%**.
- c) The difference between the mean bonus paid to male employee and female employee is **0%**.
- d) The difference between the median bonus paid to male employee and female employees is **0%**.
- e) The proportion of male employees who were paid bonus pay is **0%** and the proportion of female employees who were paid bonus pay is **0%**.
- f) The proportion of male and female in the lower, lower middle, upper middle and upper quartile pay bands as per table below:

Quartile	Male	Female
Upper	55.6%	44.4%
Upper Middle	29.0%	71.0%
Lower Middle	23.8%	76.2%
Lower	24.2%	75.8%

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