

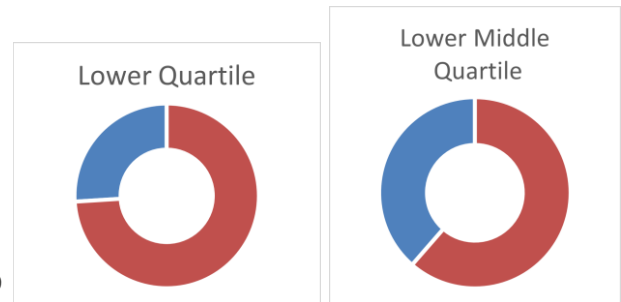
OUR GENDER PAY GAP

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

THE FIGURES

All public sector employers are required to publish information about their gender pay gaps by 31 March 2020. This information is based on the snapshot date of 31 March 2019.

On 31 March 2019, there were 5,043 employees who met the definition of 'full-pay relevant employee' set out by government for the purposes of gender pay gap reporting. 66.2 per cent of these were female and 33.8 per cent were male with 48 per cent working part-time and 52 per cent working full-time.

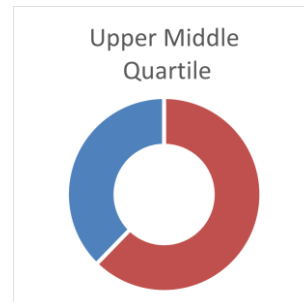


Male: 26.0%

Female: 74.0%

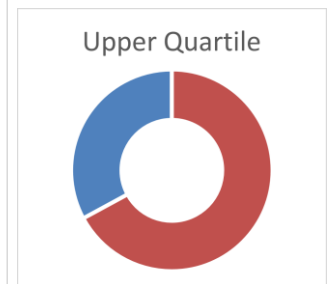
Male: 38.6%

Female: 61.4%



Male: 37.7%

Female: 63.3%



Male: 32.9%

Female: 67.1%

HOURLY RATE OF PAY

Difference between men and women

Our mean gender pay gap **3.3%**

Our median gender pay gap **1.3%**

BONUS PAY

Our mean bonus gender pay gap

Our median bonus gender pay Gap **0%**

Our proportion of males receiving a bonus payment **for all**

Our proportion of females receiving a bonus payment

PROGRESS SINCE LAST YEAR

There has been a narrowing of the pay gap since last year both in term of the median and the mean, with a drop in the mean from 3.9% to 3.3%, and the median from 3.0% to 1.3% in favour of men. This year's figures are also quite good in comparison with those of 2017 when the median gap was exceptionally low at 0.1% (see the table below) These figures are well below the national average and show that there are no impediments to women in reaching senior positions and achieving higher earnings, due in part to the diversity policies that the council has in place (see below under Our Commitment).

Mean and Median Gender Pay Gaps from 2017 to 2019

Mean			Median		
2017	2018	2019	2017	2018	2019
3.5%	3.9%	3.3%	0.1%	3.0%	1.3%

Proportion of Males and Females in Each Quartile Pay Band from 2017 to 2019

Year	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
2017	29.6%	70.4%	41.5%	58.5%	36.7%	63.3%	34.4%	65.6%
2018	30.1%	69.9%	35.5%	64.3%	38.9%	61.1%	32.9%	67.1%
2019	26.0%	74.0%	38.6%	61.4%	37.7%	62.3%	32.9%	67.1%

The figures show that there is a good spread of females across all the pay quartiles, notably in the upper quartile where they represent 67.1% of the population.

HOW THE FIGURES ARE CALCULATED

We have used pay data from 5,043 of our staff from all levels of the organisation to calculate our gender pay gap figures.

HOW IS THE MEAN GENDER PAY GAP CALCULATED?

The mean gender pay gap is the difference between the average of pay for men and women.

We start by working out the mean hourly pay rate for men – we add together the hourly pay rates of all male employees on full-pay and divide this figure by the number of male full-pay employees. We then do the same for our female employees.

We subtract the mean hourly pay rate for women from the mean hourly pay rate for men; divide the result by the mean hourly pay rate for men, and multiply the result by 100.

HOW IS THE MEDIAN GENDER PAY GAP CALCULATED?

Gender Pay Gap Report 2020 -----

The median gender pay gap is defined as the difference between the midpoints in the ranges of pay for men and women.

To work this out, we arrange the hourly pay rates of our male employees on full-pay from highest to lowest and find the hourly pay rate in the middle of the range. We then do the same for our female employees.

We subtract the median hourly pay rate for women from the median hourly pay rate for men, divide the result by the median hourly pay rate for men and multiply by 100.

HOW ARE PAY QUARTILES CALCULATED?

Quartiles are calculated by listing the rates of pay for each of our employees from highest to lowest, splitting the list into four equal sized groups and working out the percentage of male and females in each group.

OUR COMMITMENT

We are committed to the principles of equality, diversity, fairness and inclusion.

People matter and our approach to people management should not put any group at a disadvantage. Regardless of identity or background, everyone deserves to be able to develop their skills and talents to meet their full potential, work in a safe, supportive and inclusive environment, be fairly rewarded and recognised for the work they do and have the opportunity to have their say on matters that affect them.

We are also committed to achieving a diverse workforce that fully reflects our community.