

**Gender Pay Gap**  
**Based on Data from 31<sup>st</sup> March 2019**

**Background**

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality on our workplace
- the balance of male and female employees at different levels

It is important to note that gender pay reporting is different to equal pay.

- Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or woman.
- The gender pay gap shows the difference in the average pay between all men and women in a workforce.

**Results**

A snap shot of data was taken from 31st March 2019 and the results are below for the six required calculations.

It should be noted that we have a higher proportion of staff that are female (56%) than male (44%). Female staff from the majority of all four quartiles, from the highest paid to the lowest.

1. The average gender pay gap as a mean average

A female's hourly rate is 0.1% lower than a male.

The mean hourly rate is £13.88 for male employees and £13.87 for females.

2. The average gender pay gap as a median average

A female's hourly rate is 6.3% lower than a male.

The mean hourly rate is £12.77 for males employees and £11.97 for females.

3. The average bonus gender pay gap as a mean average

A female's hourly rate is 0% lower than a male.

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

4. The average bonus gender pay gap as a median average

A female's hourly rate is 0% lower than a male.

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

5. The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

Males 0%

Females 0%

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

6. The proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
<b>Q1 Lower</b>	49.4%	50.6%
<b>Q2 Lower Middle</b>	30.5%	69.5%
<b>Q3 Upper Middle</b>	48.2%	51.8%
<b>Q4 Upper</b>	47.6%	52.4%

There is a higher proportion of women than men in all four of the Council's pay quartiles. However there is a higher concentration of women in the lower middle quartile, which has contributed to the gender pay gap.

**Next steps**

Blaby District Council is pleased to see that our mean gender pay gap continues to reduce, however we note that the larger median difference suggests an uneven gender distribution across the Council. Blaby District Council will continue to undertake a number of measures in place to support gender pay equality including:

- The Council has made the gender pay gap a key part of our Equalities Objectives and this will continue to be reported.

- The use of Gauge job evaluation system which ensures that through its application job grading is gender neutral.

In addition we will:

- Further explore the over-representation of females in the lower middle quartile of roles to understand the drivers for this pattern.