

Gender Pay Gap Report

Since 2018, public, private and voluntary sector organisations with 250 or more employees had to report on their gender pay gaps, using six different measures.

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

The first report was published on our own website and on the government site in March 2018.

What is the gender pay gap?

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average, women earn (gender pay). It is not 'equal pay'.

What is equal pay?

Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing equal work (or work of equal value) for the same employer.

How is the gender pay gap expressed?

A positive pay gap means that females on average earn less than males. A pay gap of zero means the average pay across the entire workforce is exactly the same for males and females. A negative pay gap means that the average for female employees is higher than that for males.

In 2016 the national gender pay gap for full-time employees was 9.4%, meaning that average pay for full-time female employees was 9.4% lower than for full-time male employees. The gap was down from 17.4% as reported in 1997. The Government considered that this rate of progress was too slow, and committed to closing the gender pay gap within a generation.

There is an expectation that where a gender pay gap exists employers will take actions to increase the number of females in senior roles ensuring that their reward strategies, policies, practices and procedures reduce any gender pay gap.

It is also expected that employers will seek to remove any obstacles having a negative effect on the pay or promotion opportunities of female employees and also on potential female employees from applying for jobs.

The mean or the median

The Office for National Statistics (ONS) prefers median earnings because the median is not affected by extreme values, such as changes in the earnings of small numbers of very high earners. However, as the mean gap captures the fact that the upper end of the earnings distribution is dominated nationally by men, the mean is an important measure of women's labour market disadvantage.

West Suffolk Gender Pay Gap Data April 2022 - March 2023

Composition of workforce

Male – 51.82%

Female – 48.18%

Number of relevant employees – 741

Mean gender pay gap

-2.34%

Median gender pay gap

-1.91%

Mean bonus gender pay gap

N/A

Median bonus gender pay gap

N/A

Proportion of males and females receiving a bonus payment

N/A

Proportion of males and females in each quartile pay band

Lower quartile

Proportion of males in the lower quartile – 64.48%

Proportion of females in the lower quartile – 35.52%

Lower middle quartile

Proportion of males in the lower middle quartile – 42.39%

Proportion of females in the lower middle quartile – 57.61%

Upper middle quartile

Proportion of males in the upper middle quartile – 50.82%

Proportion of females in the upper middle quartile – 49.18%

Upper quartile

Proportion of males in the upper quartile – 51.09%

Proportion of females in the upper quartile – 48.91%

West Suffolk gender pay gap analysis

- West Suffolk data shows that females on average earn more than males (mean -2.34% and median -1.91%).
- The councils have no discretionary bonus or commission payments so these gender pay reporting measures are not applicable to West Suffolk.
- There are significantly more males than females in the lowest quartile. This is primarily due to West Suffolk having an in-house waste service which is a predominantly male manual workforce.
- The proportion of females in the top quartile has increased compared to the previous year, this indicates that females have the opportunity to progress to roles attracting the higher levels of pay and progression is not restricted in any way.
- The top and upper quartiles have a slightly higher proportion of males but the difference is negligible and not a cause for concern.

Given the information in this report it is not felt that a specific remedial action

plan is required although we cannot be complacent and will continue to be consistent in assuring that all aspects of people management including recruitment, reward and access to development opportunities and promotion are fair and transparent. This is reflected in the commitments made in our Workforce Strategy.

This report will be published on the Gov.uk website.

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