

Gender Pay Gap Report

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

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| 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 reporting requirements

As the councils have a shared workforce and leadership team the data is more meaningful if we consider them together.

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 2017 - March 2018

Composition of workforce

Male - 50%
Female - 50%
Number of relevant employees - 705

Mean gender pay gap

-0.51%

Median gender pay gap

0%

Mean bonus gender pay gap

12.79%

Median bonus gender pay gap

0%

Proportion of males and females receiving a bonus payment

Proportion of males receiving a bonus payment - 31.16%
Proportion of females receiving a bonus payment - 30.11%

Proportion of males and females in each quartile pay band

Lower quartile

Proportion of males in the lower quartile - 60.00%
Proportion of females in the lower quartile - 40.00%

Lower middle quartile

Proportion of males in the lower middle quartile - 46.78%
Proportion of females in the lower middle quartile - 53.22%

Upper middle quartile

Proportion of males in the upper middle quartile - 47.37%
Proportion of females in the upper middle quartile - 52.63%

Upper quartile

Proportion of males in the upper quartile - 48.82%
Proportion of females in the upper quartile - 51.18%

West Suffolk gender pay gap analysis

- West Suffolk data shows that females on average earn more than males (mean -0.51%) and that there is no difference in terms of the median figure.
- The mean average is negligible.
- The councils have no discretionary bonus or commission payments. This measure is to identify any inequalities in the distribution of, or ability to, earn commission or extra bonus payments. There is currently an annual payment made to staff who are performing at the highest level (performance related pay assessed through the annual Personal Development Review (PDR) Scheme) whom are already paid the maximum point for the role, as recognition of their performance, and the amount is small and annually set at a level of around £200 (pro rata to hours worked) and is a one-off payment.
- There is no gap between the median average bonus payments (0%). This reflects the fact that the only bonus paid is based on a set annual figure (c£200, pro rata to hours worked) to those who are performing well at the top of their pay band (so there is no pay progression available to them). The mean bonus gender pay figure is 12.79% meaning that males earn 12.79% more than females in terms of this bonus figure. This is because 44% of females who received the bonus are part time compared with 11% of males who are part time and the bonus payment is pro rata depending on hours worked. There is little difference in the number of males and females receiving a bonus payment (31.16% of males and 30.11% females) indicating that there is no significant difference between males and females who have reached the top of their pay bands and are performing well, and no difference of approach based on gender).
- There are more females in the other three higher paid quartiles indicating that females have the opportunity to progress to roles attracting the higher levels of pay and progression is not restricted in any way.

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 the Workforce Strategy 2018-2020.

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

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February 2019**