

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings.

The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing similar work or work of equal value: whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.

The gender pay gap information as at 31 March 2019 for the Peak District National Park Authority is as follows:

### Gender Make-up of the Authority

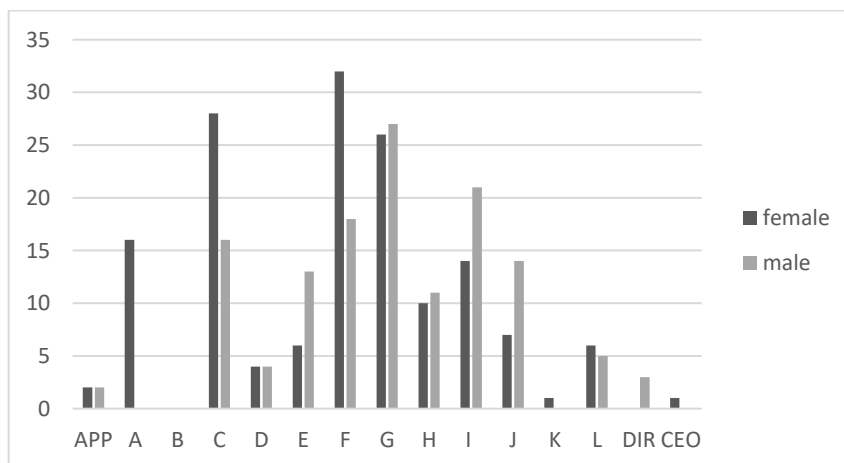
There were 287 employees in position, 153 were female and 134 were male. Of the Authority’s employees 53% are women.

	Head count employed	Mean Hourly rate (£)	Median Hourly rate (£)
<b>Total</b>	287	12.90	12.37
<b>Male</b>	134	13.53	13.20
<b>Female</b>	153	12.36	11.98

**The mean pay gap is 8.6%.** A positive percentage figure indicates that female employees have a lower average hourly rate of pay. In other words, when comparing hourly rates, women earn £1.83 for every £2.00 that men earn.

**The median pay gap is 9.2%.** In other words, women earn 91 pence for every pound that men earn.

The mean average is useful as it places the same value on every number used, giving a good overall indication of the gender pay gap, but very large or small pay rates can 'dominate' and distort the answer. The median average is useful to indicate what the 'typical' situation is, i.e. in the middle and not distorted by very large or low pay rates.



*Distribution of contract staff by grade as at 31 March 2019*

The Authority does not have a **Bonus Scheme**, and as such no bonuses were paid.

**Pay Quartiles** show the balance between male and female staff at different levels of pay. Employees are split into four equally sized groups based on their hourly rate of pay and the following table shows the percentage of men and women in each group, from the highest earning 25% of employees (upper quartile) to the lowest earning 25% of employees (lower quartile).

Quartile	Number (percentage)	
	Female	Male
<b>Upper</b>	29 (40%)	43 (60%)
	<i>Hourly rate range</i>	<i>£14.85 - £46.78</i>
<b>Upper Middle</b>	31 (48%)	33 (52%)
	<i>Hourly rate range</i>	<i>£12.37 - £14.85</i>
<b>Lower Middle</b>	43 (54%)	36 (46%)
	<i>Hourly rate range</i>	<i>£9.73 - £14.85</i>
<b>Lower</b>	50 (69%)	22 (31%)
	<i>Hourly rate range</i>	<i>£3.70 - £12.37</i>

Included in the data are all the Authority's contracted employees. The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

### Gender Pay Gap in UK

Across the UK, men earned 17.9% more than women in March 2018, according to the Office for National Statistics (ONS). This is a fall from 18.4% in 2017. In the public sector the median pay gap was 14.1% in March 2018.

There's no one reason behind the UK's gender pay gap - it's a complex issue.

- The Fawcett Society, a group which campaigns for equality, suggests caring responsibilities can play a big part. Women often care for young children or elderly relatives. This means women are more likely to work in part-time roles, which are often lower paid or have fewer opportunities for progression.
- Personnel Today reports that for all employees (in both full- and part-time work), the gender pay gap widens from 30 years of age, coinciding with an increase in part-time working – mainly by women.
- Discrimination is another potential cause of the gender pay gap. The Equality and Human Rights Commission (ECHR) has previously found that one in nine new mothers were either dismissed, made redundant or treated so poorly they felt they had to leave their job. This can create a gap in experience, leading to lower wages when women return to work.
- In general, men also tend to take up the majority of the most senior roles at a company, which are the highest paid.

The Peak District National Park Authority compares favourably with a gender pay gap at 8.6%. This may be a reflection of existing good practice in recruitment and equal opportunities for development. Although moderate, we view any gap as unacceptable and are committed to closing the gap.

The Chartered Institute of Personnel and Development has identified key priority areas within Recruitment, Development, and Flexible Working to help organisations address their gender gap. After consultation, the Authority confirms the following measures will be put in place throughout the year to help reduce the gender pay gap in 2019-20.

### **Recruitment**

- Monitor and report on gender composition at application, shortlisting and interview.
- Continue promote and use structured interviews for recruitment to prevent unfair bias to creep in and influence decisions. – HR will scrutinise selection processes with ability to review decision if evidence of biased decision making (unconscious or otherwise).
- All recruitment panels will be gender neutral and must have a member who has received selection and recruitment procedure training
- Show salary range in adverts and explain exceptions where appointment above bottom of scale will be considered– this helps the applicant know what they can reasonably expect. Recruiting managers required to justify hiring and salary decisions to Head of HR – all decisions need to be objective and evidence based. Monitor and report on gender balance of appointment above bottom pay point.

### **Development**

- Develop and introduce a mentoring scheme
- Encourage career development of female employees, for example in the new Talent Management Programme
- Offer Springboard training in-house

### **Flexible working**

- Allow people to work flexibly where possible
- Encourage senior leaders and managers to be role models by working flexibly and to champion flexible working.
- Encourage men to work flexibly so that it is not seen as only a female benefit
- Design every job as flexible by default and think creatively how work is organised.
- Make flexible working a reality for all employees by advertising all jobs as flexible from day 1
- Review and refresh the Family Friendly policy and guidance, and promote Shared Parental Leave with employees

None of these actions will of themselves remove the gender pay gap; the Authority is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress it is making. The Authority will monitor and benchmark the gender pay gap annually.