



**PEAK
DISTRICT
NATIONAL
PARK**

Peak District National Park Authority

Equality Analysis

On

Proposed Pay Structure Option 3(B)



1 Introduction

- 1.1 This report provides an equality analysis on the proposed pay structure (Option 3(B)) carried on behalf of the Peak District National Park Authority by Project HR Consultants Ltd.
- 1.2 The authority provided data for pay modelling and the equality strands of gender and age.

2 Current Pay Structure

- 2.1 The current pay structure is as follows:

Current									
Grade	Min	Max	Min	Max	Inc	Span	Span	overlap	
PPA	1	2	22,183	22,366	2	183	0.82%		
PPB	2	4	22,366	23,114	3	748	3.29%	0	0.0%
PPC	4	6	23,114	23,893	3	779	3.31%	0	0.0%
PPD	6	9	23,893	25,119	4	1,226	5.00%	0	0.0%
PPE	10	13	25,545	26,873	4	1,328	5.07%	0	0.0%
PPF	14	17	27,334	28,770	4	1,436	5.12%	0	0.0%
PPG	19	22	29,777	31,364	4	1,587	5.19%	0	0.0%
PPH	22	25	31,364	33,945	4	2,581	7.90%	0	0.0%
PPI	26	29	34,834	37,336	4	2,502	6.93%	0	0.0%
PPJ	30	33	38,219	41,418	4	3,199	8.03%	0	0.0%
PPK	34	37	42,403	45,441	4	3,038	6.92%	0	0.0%
PPL	38	41	46,464	49,498	4	3,034	6.32%	0	0.0%
PPM	42	45	50,512	53,717	4	3,205	6.15%		

3 Proposed Pay Structure - Option 3(B)

- 3.1 The proposed pay structure is as follows:

Option Three (B)									
Grade	Min	Max	Min	Max	Inc	Span	Span	overlap	
PPA	2	3	22,366	22,737	2	371	1.65%		
PPB	3	5	22,737	23,500	3	763	3.30%	0	0.0%
PPC	5	7	23,500	24,294	3	794	3.32%	0	0.0%
PPD	8	11	24,702	25,979	4	1,277	5.04%	0	0.0%
PPE	11	14	25,979	27,334	4	1,355	5.08%	0	0.0%
PPF	15	18	27,799	29,269	4	1,470	5.15%	0	0.0%
PPG	20	23	30,296	32,076	4	1,780	5.71%	0	0.0%
PPH	24	27	33,024	35,745	4	2,721	7.91%	0	0.0%
PPI	28	31	36,648	39,186	4	2,538	6.69%	0	0.0%
PPJ	32	35	40,221	43,421	4	3,200	7.65%	0	0.0%
PPK	38	41	46,464	49,498	4	3,034	6.32%	0	0.0%
PPL	43	46	51,515	54,791	4	3,276	6.16%	0	0.0%
PPM	52	55	61,704	65,481	4	3,777	5.94%		

4 Methodology

4.1 The Equality and Human Rights Commission (EHRC) advises that patterns of pay differences of +/-3% should be investigated and all pay differences of +/-5% should be investigated. The approach has been to analyse the current and proposed pay gaps by grade. For sex, this is done by calculating the average pay of women and comparing this to the average pay of men for each grade. This has been done for both the mean and median levels. For age, employees have been placed in age bands at five-year intervals and the mean and median pay per age category calculated – this has then been compared to the overall mean and median of each grade.

5 Sex Analysis

5.1 The table below shows the mean and median pay for each grade using current pay. The last two columns show female pay expressed as a percentage of male pay. Any percentages that are greater than +/-3% have been colour-coded ‘Amber’ and any that are greater than +/-5% ‘Red’.

5.2 The analysis of current salary values highlights just one grade where the pay of women is greater than +/-3%

Grade	Female	Male	Female	Male	Female	Male	F pay as % of M Mean	F pay as % of M Median
			Mean	Mean	Median	Median		
PPA	3	0	22,366	0	22,366	0	0.0%	0.0%
PPB	0	0	0	0	0	0	0.0%	0.0%
PPC	19	16	23,749	23,698	23,893	23,893	100.2%	100.0%
PPD	0	2	0	24,702	0	24,702	0.0%	0.0%
PPE	9	9	26,279	26,428	26,421	26,873	99.4%	98.3%
PPF	14	8	28,598	28,168	28,770	28,282	101.5%	101.7%
PPG	19	24	30,805	30,944	31,364	31,364	99.5%	100.0%
PPH	14	14	33,046	33,377	33,024	33,945	99.0%	97.3%
PPI	14	18	37,287	36,577	37,336	37,336	101.9%	100.0%
PPJ	8	8	40,719	40,989	41,418	41,418	99.3%	100.0%
PPK	0	5	0	43,618	0	42,403	0.0%	0.0%
PPL	3	1	49,157	49,498	49,498	49,498	99.3%	100.0%
PPM	1	1	50,512	52,575	50,512	52,575	96.1%	96.1%

5.3 The table below shows the same analysis using the proposed pay structure. This shows there are no grades where the pay of women exceeds the +/-3% threshold.

Grade	Female	Male	Female	Male	Female	Male	F pay as % of M Mean	F pay as % of M Median
			Average	Average	Median	Median		
PPA	3	0	22,366	0	22,366	0	0.0%	0.0%
PPB	0	0	0	0	0	0	0.0%	0.0%
PPC	19	16	23,790	23,770	23,893	23,893	100.1%	100.0%
PPD	0	2	0	24,702	0	24,702	0.0%	0.0%
PPE	9	9	26,375	26,525	26,421	26,873	99.4%	98.3%
PPF	14	8	28,631	28,284	28,770	28,282	101.2%	101.7%
PPG	19	24	30,914	31,052	31,364	31,364	99.6%	100.0%
PPH	14	14	33,419	33,682	33,024	33,945	99.2%	97.3%
PPI	14	18	37,287	37,030	37,336	37,336	100.7%	100.0%
PPJ	8	8	40,969	41,119	41,418	41,418	99.6%	100.0%
PPK	0	5	0	46,464	0	46,464	0.0%	0.0%
PPL	3	1	51,515	51,515	51,515	51,515	100.0%	100.0%
PPM	1	1	61,704	61,704	61,704	61,704	100.0%	100.0%

5.4 The table shows the mean and median increase by grade and sex.

Grade	Mean		Median	
	Female	Male	Female	Male
PPA	0	0	0	0
PPB	0	0	0	0
PPC	386	386	386	386
PPD	0	0	0	0
PPE	434	434	434	434
PPF	465	465	465	465
PPG	519	519	519	519
PPH	1,304	1,423	1,304	1,423
PPI	0	1,359	0	1,359
PPJ	2,002	1,035	2,002	1,035
PPK	0	2,846	0	2,846
PPL	2,358	2,017	2,358	2,017
PPM	11,192	9,129	11,192	9,129

6 Age Analysis

6.1 Age analysis has been carried out in a similar way to sex analysis and results colour-coded in the same way. Employee age has been put in five-year age categories from 20 years to over 70 and the mean and median calculated for each. This has then been compared to the mean/median of the whole grade.

6.2 The two tables below show the analysis based on mean and median (respectively) pay for current salaries.

Grade	Up to 20 yrs	20 to 25 yrs	25 to 30 yrs	30 to 35 yrs	35 to 40 yrs	40 to 45 yrs	45 to 50 yrs	50 to 55 yrs	55 to 60 yrs	60 to 65 yrs	65 to 70 yrs	over 70 yrs
PPA	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
PPC	97.8%	0.0%	99.5%	98.9%	101.1%	100.5%	101.1%	101.1%	101.1%	101.1%	100.3%	101.1%
PPD	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PPE	0.0%	97.2%	102.3%	98.9%	98.9%	100.6%	97.2%	101.9%	101.4%	97.2%	0.0%	0.0%
PPF	0.0%	0.0%	101.9%	0.0%	100.2%	100.8%	101.9%	100.9%	99.4%	101.9%	101.9%	0.0%
PPG	0.0%	0.0%	0.0%	100.3%	99.4%	97.9%	101.6%	101.4%	100.9%	102.1%	102.1%	0.0%
PPH	0.0%	0.0%	102.6%	94.8%	97.8%	100.5%	100.5%	99.2%	102.6%	102.6%	0.0%	0.0%
PPI	0.0%	0.0%	94.9%	96.1%	99.6%	101.3%	101.7%	100.7%	100.7%	101.7%	101.7%	0.0%
PPJ	0.0%	0.0%	0.0%	0.0%	0.0%	102.1%	100.1%	98.2%	100.4%	102.1%	102.1%	0.0%
PPK	0.0%	0.0%	0.0%	0.0%	104.7%	0.0%	97.7%	0.0%	0.0%	97.7%	104.7%	0.0%
PPL	0.0%	0.0%	0.0%	0.0%	0.0%	101.4%	0.0%	0.0%	0.0%	102.4%	0.0%	0.0%
PPM	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	103.0%	0.0%	99.0%	0.0%	0.0%

Grade	Up to 20 yrs	20 to 25 yrs	25 to 30 yrs	30 to 35 yrs	35 to 40 yrs	40 to 45 yrs	45 to 50 yrs	50 to 55 yrs	55 to 60 yrs	60 to 65 yrs	65 to 70 yrs	over 70 yrs
PPA	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
PPC	96.7%	0.0%	98.4%	96.7%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.2%	100.0%
PPD	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PPE	0.0%	96.7%	101.7%	98.3%	98.3%	100.0%	96.7%	101.7%	101.7%	96.7%	0.0%	0.0%
PPF	0.0%	0.0%	100.0%	0.0%	99.2%	100.0%	100.0%	100.0%	97.5%	100.0%	100.0%	0.0%
PPG	0.0%	0.0%	0.0%	98.3%	96.6%	94.9%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%
PPH	0.0%	0.0%	100.0%	92.4%	94.5%	98.6%	97.3%	97.2%	100.0%	100.0%	0.0%	0.0%
PPI	0.0%	0.0%	93.3%	94.5%	98.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%
PPJ	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	97.1%	96.1%	100.0%	100.0%	100.0%	0.0%
PPK	0.0%	0.0%	0.0%	0.0%	107.2%	0.0%	100.0%	0.0%	0.0%	100.0%	107.2%	0.0%
PPL	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	101.0%	0.0%	0.0%
PPM	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	104.1%	0.0%	100.0%	0.0%	0.0%

6.3 The two tables below show the analysis based on mean and median (respectively) pay for the proposed structure.

Grade	Up to 20 yrs	20 to 25 yrs	25 to 30 yrs	30 to 35 yrs	35 to 40 yrs	40 to 45 yrs	45 to 50 yrs	50 to 55 yrs	55 to 60 yrs	60 to 65 yrs	65 to 70 yrs	over 70 yrs
PPA	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
PPC	99.0%	0.0%	99.4%	99.6%	100.7%	100.3%	100.7%	100.7%	100.7%	100.7%	99.8%	100.7%
PPD	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PPE	0.0%	98.4%	101.8%	98.4%	98.4%	100.1%	98.4%	101.4%	100.9%	98.4%	0.0%	0.0%
PPF	0.0%	0.0%	101.4%	0.0%	100.1%	100.3%	101.4%	100.4%	99.7%	101.4%	101.4%	0.0%
PPG	0.0%	0.0%	0.0%	99.8%	99.6%	98.8%	101.1%	100.8%	100.5%	101.5%	101.5%	0.0%
PPH	0.0%	0.0%	101.3%	98.5%	99.1%	99.9%	99.2%	99.9%	101.3%	101.3%	0.0%	0.0%
PPI	0.0%	0.0%	98.8%	98.8%	99.4%	100.3%	100.6%	100.0%	100.4%	100.6%	100.6%	0.0%
PPJ	0.0%	0.0%	0.0%	0.0%	0.0%	101.1%	99.2%	99.7%	100.0%	101.1%	101.1%	0.0%
PPK	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%
PPL	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
PPM	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%

Grade	Up to 20 yrs	20 to 25 yrs	25 to 30 yrs	30 to 35 yrs	35 to 40 yrs	40 to 45 yrs	45 to 50 yrs	50 to 55 yrs	55 to 60 yrs	60 to 65 yrs	65 to 70 yrs	over 70 yrs
PPA	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
PPC	98.4%	0.0%	98.4%	98.4%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.2%	100.0%
PPD	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PPE	0.0%	98.3%	101.7%	98.3%	98.3%	100.0%	98.3%	101.7%	101.7%	98.3%	0.0%	0.0%
PPF	0.0%	0.0%	100.0%	0.0%	99.2%	100.0%	100.0%	100.0%	98.3%	100.0%	100.0%	0.0%
PPG	0.0%	0.0%	0.0%	98.3%	96.6%	96.6%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%
PPH	0.0%	0.0%	100.0%	97.3%	97.3%	98.6%	97.3%	98.6%	100.0%	100.0%	0.0%	0.0%
PPI	0.0%	0.0%	98.2%	98.2%	98.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%
PPJ	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	97.1%	98.6%	100.0%	100.0%	100.0%	0.0%
PPK	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%
PPL	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
PPM	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%

7 Conclusions

- 7.1 When comparing the analysis between current and proposed structures there are less instances where the EHRC's +/-3% to 5% thresholds are breached.
- 7.2 Pay increases, whether mean or median, are fairly consistent between men and women in each grade.
- 7.3 Age analysis on the proposed structure shows just two instances colour-coded amber compared to the current structure where there are 8 Amber instances and 7 Red instances.
- 7.4 Overall, analysis of the proposed structure shows an improved position on the equality of pay when looking at sex and age.