

Organisations with more than 250 employees are required to publish the difference in pay between male and female employees. The calculations required are specified by the government and show the difference in average pay of men and women. Although as at 31 March 2022 we only had 246 employees, below the legal threshold, as this is an important topic we have chosen to report our gender pay gap.

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. Our job evaluation scheme ensures that all jobs are evaluated and graded consistently to ensure equal pay for work of equal value, regardless of gender.

Difference in hourly rate

There were 246 employees in position as at 31 March 2022, 132 were female and 114 were male. Of the Authority's employees 54% are women.

	Number of employees	Mean Hourly rate	Median Hourly rate
Total	246	£14.22	£14.26
Male	114	£14.55	£14.26
Female	132	£13.93	£13.58

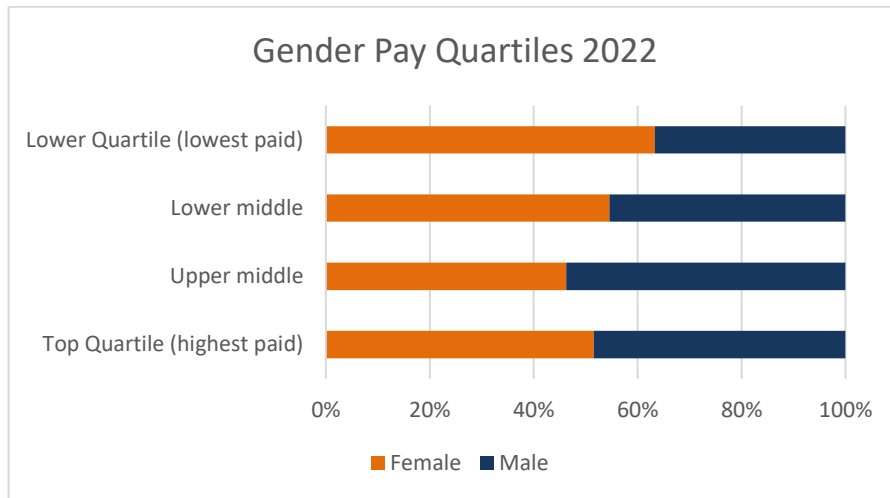
The mean pay gap is 4.3%. A positive percentage figure indicates that female employees have a lower average hourly rate of pay. In other words, when comparing hourly rates, women earn £1.91 for every £2.00 that men earn.

The median pay gap is 4.8%. In other words, women earn 95 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.

Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.



The quartiles show that we have a higher proportion of women in our lower graded roles, in areas like cleaning and administration. This is a major contributor to our gender pay gap.

Bonus pay

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

What actions are we taking?

The UK's gender pay gap was 15.6% in 2021 (ONS, 2021) and we are pleased to have gender pay gap (4.8%) that compares very favourable to this. However, we are committed to closing the gap further. We will

Culture

- We will continue to strive to be an inclusive organisation, treat everyone fairly, with dignity and respect at all times, valuing people's differences

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

- Offer mentoring and coaching
- Encourage career development of female employees, for example in the new Talent Management Programme

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

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.