

Gender Pay Report

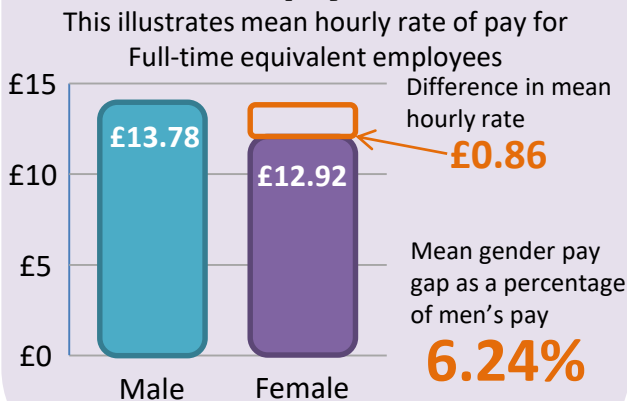
data as at 31 March 2019

Introduction

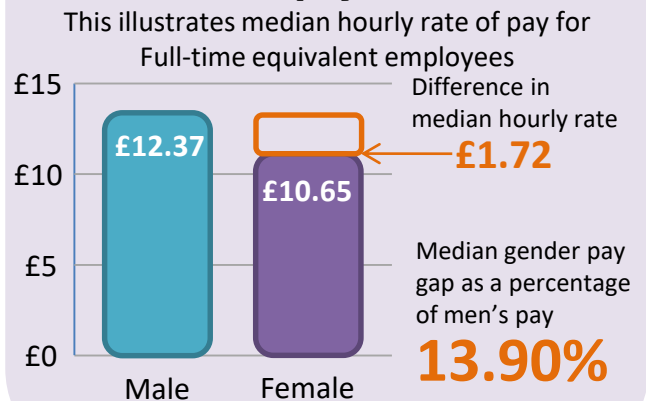
From 2017 any organisation that employs 250 or more employees must publish and report specific data about their gender pay gap. **The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.**

All public sector employers are required to publish their gender pay gap information by 30 March each year based on a snap shot date of the previous 31 March. The gender pay gap is not to be confused with equal pay which is the right for men and women to be paid the same rate when doing the same or equivalent work.

Gender pay gap in mean hourly pay



Gender pay gap in median hourly pay



Employee Profile

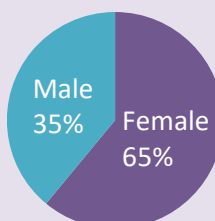
Male 31%

Female 69%

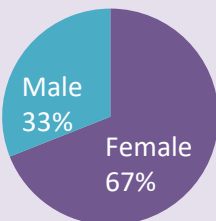
Pay Quartiles

This illustrates the gender against four equally sized quartiles

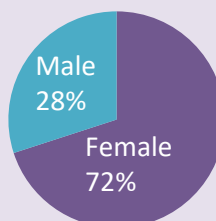
Quartile 1
Upper



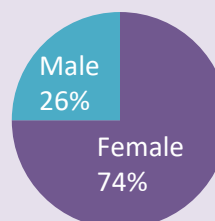
Quartile 2
Upper Middle



Quartile 3
Lower Middle



Quartile 4
Lower



(Based on 610 full time equivalent employees quartile 1 – 3 and 611 full time equivalent employees in quartile 4)

National Gender Pay Gap

Mean = 13.1%
Median = 9.6%

(ONS National Survey of Earnings)

The Council implemented its NJC Single Status project in March 2012, thus eradicating all bonus payments for staff.