

GENDER PAY GAP REPORT 2019

1. Introduction

- 1.1 Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 from April 2017 employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.
- 1.2 The data must be a snapshot of salary data on 31 March 2018 and must be published on both the government website and Gravesham's own website by 30 March 2019.
- 1.3 The report sets out the figures to be published with an analysis of the information.

2. Publication requirements

- 2.1 The information that is required is set out below:

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

3. Gender Pay Gap figures

- 3.1 The figures have been determined from the Gender Pay Gap report produced from the payroll system. The highlighted figures are those that are required to be reported on the Government Website.

Table 1 – Mean and Median Gender Pay Gap

	Mean Hourly rate	Median Hourly rate
Male	13.62	10.63
Female	13.16	11.58
Gender Pay Gap	3.41%	-8.94%

Table 2 – Bonus Gender Pay Gap

	Mean Hourly rate	Median Hourly rate
Male	0	0
Female	0	0
Gender Pay Gap	0%	0%

Table 3 – Quartile Pay Bands

Quartile	Males %	Female %
Lower Quartile	72.00	28.00
Lower Middle Quartile	40.00	60.00
Upper Middle Quartile	38.40	61.60
Upper Quartile	62.40	37.60

4. Commentary on data

- 4.1 Under the law, men and women must receive equal pay for:
- The same or broadly similar work;
 - Work rated as equivalent under a job evaluation scheme; or
 - Work of equal value.
- 4.2 Gravesham Borough council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation work, regardless of their sex (or any other characteristic set out above).
- 4.3 Gravesham remains part of the National Joint Council for Local Government Services (NJC) pay scheme and apply nationally negotiated pay awards to its pay framework

- 4.4 The council has a number of policies relating to pay which ensure transparency, fairness and equity. These include:
- The use of the NJC Job Evaluation Scheme to evaluate job roles.
 - Appointment at first point of relevant pay scale
 - Flexible working policies
 - Family Friendly policies
 - Exit questionnaires to gain feedback on employment experiences
- 4.5 **Table 1** Confirms the council's commitments and actions have a positive effect on the gender pay gap showing small differences in the mean and median hourly rates paid to staff of £0.46 (was 0.27) in favour of males and £0.95 (was 0.93) in favour of females respectively.
- 4.6 **Table 2** The council does not have provision for the payment of bonuses within its terms and conditions.
- 4.7 **Table 3** The council's gender split across all employees as at 31 March 2018 was 53 male and 47 female, a profile which has been fairly static for a number of years. This gender profile is unusual in local government with a more usual profile around 70% female to 30% male.

The council has retained many of its services in house. This results in a high number of male manual workers in services such as waste management and street cleansing which is reflected in the % gender split and the lower quartile pay bands.

The table illustrates that the breakdown of males and females is not consistent in all areas of the pay grades. The use of the NJC job evaluation scheme is recognised as gender neutral and evaluation determines the Pay Scale which roles are assigned to.

- 4.8 This is the second year of reporting. The results indicate a slight increase (1.4%, £0.19) from the March 2017 figures in the mean hourly rate in favour of men. The median rate remained the same in favour of females.
- 4.9 Due to the timing of this report a large number of local authorities have not yet published their data and limited external peer benchmarking data is available.
- 4.10 The vast majority of organisations have a gender pay gap however Gravesham's compares favourably with that of other organisations including those within our public sector. It also compares favourably against the gender pay gap for the whole economy of 17.9% (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE)).