



# Gender Pay Gap Report – March 2023

## Key Implications

Item	Implications
<b>Legal</b>	Gender Pay Gap reporting is a requirement of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 for employers with 250 or more employees.
<b>Finance and Value for Money</b>	There are no financial implications resulting from this report as the Gender Pay Gap is in an acceptable range and will be published by the deadline.
<b>Corporate Plan</b>	This report contributes to objective #3 Progress. Specifically ‘an employer of choice’.
<b>Climate Change</b>	There are no climate change implications resulting from this report.

## Background

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 2022 and must be published on both the government website and Gravesham’s own website by 30 March 2023.

1.3 The report sets out the figures to be published with a brief analysis of the information.

## 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.

## 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	14.72	12.13
Female	15.13	13.11
Gender Pay Gap	Female 2.78% higher	Female 8.08% higher

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 bands	Male	Female	Proportion of males in each band	Proportion of females in each Band
Lower Quartile	101	45	69.18%	30.82%
Lower Middle Quartile	69	78	46.94%	53.06%
Upper Middle Quartile	71	76	48.30%	51.70%
Upper Quartile	89	57	60.96%	39.04%



## Commentary on data

4.1 The mean difference in hourly rate of pay for women has increased by 2.5% from 0.3% from last year.

4.2 The median difference in hourly rate of pay for women has increased by 8.1% from 0% last year.

4.3 The council's gender split across all employees on 31 March 2022 was 57% male and 43% female, a profile which has been 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.

4.4 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, street cleansing and horticulture which is reflected in the % gender split and the lower quartile pay bands.

4.5 The breakdown of males and females is not consistent in the upper quartile of the pay bands.

4.6 The gender pay gap figures for Gravesham are largely positive but the Council should not become complacent and continue to monitor to ensure this gap remains neutral moving forwards.

## The Law and Compliance

5.1 Under the law, men and women must receive equal pay for:

5.1.1 The same or broadly similar work;

5.1.2 Work rated as equivalent under a job evaluation scheme; or

5.1.3 Work of equal value.

5.2 The use of the NJC job evaluation scheme is recognised as gender neutral and evaluation determines the Pay Scale which roles are assigned to.

5.3 Gravesham Borough council has an Equality Policy in place and committed to the principle of equal opportunities and equal treatment for all employees.

5.4 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

5.5 The council has several policies relating to pay which ensure transparency, fairness and equity. These include:

5.5.1 The use of the NJC Job Evaluation Scheme to evaluate job roles.

5.5.2 Appointment at first point of relevant pay scale

5.5.3 Flexible working policies

5.5.4 Family Friendly policies

5.5.5 Exit questionnaires to gain feedback on employment experiences



## Summary

6.1 The % of women in the lower quartile is a reflection of the in-house services Gravesham provide, which is predominately made up of male manual workers.

6.2 Gravesham's % of women in the lower middle quartile and upper middle quartile is largely positive.

6.3 The % of females in the upper quartile is lower than males, which Management Team may wish to consider in conjunction with HR to increase this figure moving forwards. However, in comparison with 2017/2018 this has seen a positive increase of 8.56%.