

Gender Pay Gap Reporting

This supporting note is provided to accompany the Council's Gender Pay Gap data and associated Gender Pay Gap Statement for 2017.

Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require relevant public bodies to publish, on an annual basis, six 'pay metrics'. "Relevant employers" are those which on the "snapshot date" (31st March) have 250 or more employees. Employers have a year from the snapshot date to publish their first data, and must then report annually.

The "gender pay gap" is the difference between the average (mean and median) pay of men and woman, expressed as a percentage. This is different to "equal pay", which is concerned with pay differences between men and women who carry out the same or similar jobs or work of equal value. The aim of gender pay gap reporting is to provide greater transparency in an organisation's pay arrangements and help develop a greater understanding of the causes and contributors to that gap.

The Six Pay Metrics

1. Mean gender pay gap
2. Median gender pay gap
3. Mean gender bonus pay gap
4. Median gender bonus pay gap
5. Proportion of male and female relevant employees who received bonus pay
6. Proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Actions Employers Are Required To Undertake

Having completed their gender pay gap analysis, employers are required to:

- submit their data to the relevant government website
- publish their data on their own website
- use the information obtained to consider the underlying cause of any gap and to take steps to minimize this
- public bodies are also encouraged to produce a written statement to accompany their data, which the Council has done

The Council's Gender Pay Gap Data

Full details of the Council's gender pay gap analysis as at 31st March 2017 is set out in the 'Gender Pay Gap Statement 2017'. The key findings are as follows:

1. Mean gender pay gap = 4.30%
2. Median gender pay gap = -3.7%