



GENDER PAY GAP REPORT (2021-22)

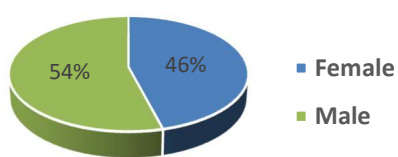
The Gender Pay Gap Information Regulations require all Public and Private sector employers with 250 or more employees to report their Gender Pay Gap annually, publishing on a national Government website as well as the organisations website. In addition to these new regulations, employers in the public sector are subject to a specific public sector equality duty in respect of their functions: The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The “snapshot” date for the public sector is 31 March each year. Therefore, the Council is required to publish its gender pay gap for each year on its own website and on a Government website, no later than 30th March of the following year.

The UK’s gender pay gap among full-time employees in 2022 was 5.45%, meaning that average pay for full-time female employees was 5.45% lower than for full-time male employees. The national gender pay gap among all employees was 9.7% in 2022, down from 10.8% in 2021.

1. Workforce Profile and Mean & Median Pay Gap Summary

- 1.1 Size of organisation: 250 to 499. At the time, there were 318 employees made up 147 females and 171 males.
- 1.2 The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of males and females as a proportion of average hourly earnings (excluding overtime) of male’s earnings. The gender pay is expressed as a percentage of male earnings.

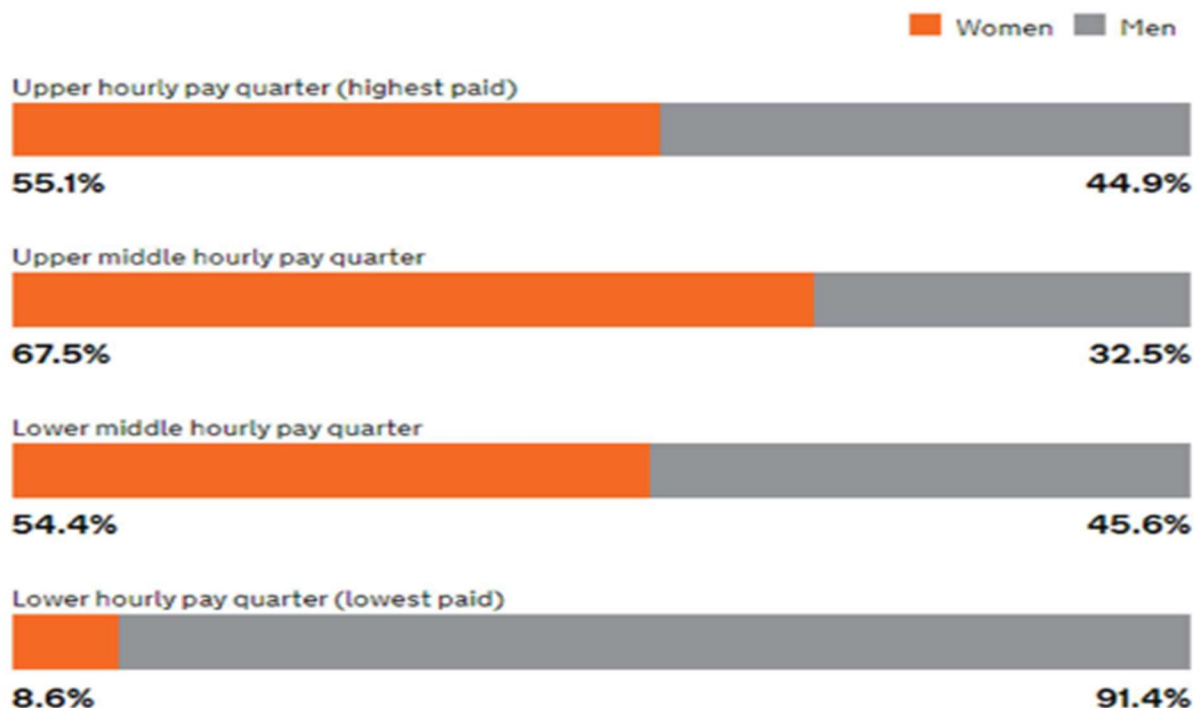
<p><u>Females</u></p> <p>Mean hourly Rate £17.78</p> <p>Median hourly rate £17.00</p>	<p style="text-align: center;">Gender Split 318 Employees</p> 	<p><u>Males</u></p> <p>Mean hourly Rate £14.97</p> <p>Median hourly rate £12.42</p>
----------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------

- 1.3 The **Mean** (average) Gender Pay Gap - When comparing mean hourly wages, the female hourly rate of pay is 18.7% higher than that of a male. In 2020/21, this gap was 25.3%. The average mean hourly rate of pay for a male was £14.97. For a female, the average mean hourly rate of pay was £17.78.
- 1.4 The **Median** (middle) Gender Pay Gap - When comparing median hourly wages, on average females are paid 36.87% more than males. Another way of expressing this is that a female takes home £1.37 for every £1 that her male colleague earns. The average median hourly rate of pay for a male was £12.42. For a female, the average mean hourly rate of pay was £17.00.
- 1.5 The **Mean** and **Median** Pay Gap has slightly increased since last year because of the recruitment of females in senior roles.
- 1.6 Compared to 2020/21, the workforce has been relatively stable. The reason for the changes in the pay gap is mainly attributable to a large proportion of lowest paid employees being manual workers, who are predominately male.
- 1.7 The Council introduced a Foundation Living Wage Rate of £9.90 per hour, in September 2021, paid to all employees at the lower level of the pay structure.

2. Bonus Gap Summary

- 2.1 No females received a Bonus because for the roles the Council recruits for in Waste, the pool of suitably qualified applicants are all male.

3. Quartile Pay Band Summary



- 3.1 Females make up 55.1% of higher-paid jobs and 8.6% of the lowest paid jobs.
3.2 The main change in the quartiles relate to the upper quartile as there are now slightly more females this year compared to last year.

4. Conclusions and Action Plan

- 4.1 The Council is committed to the principle of equal pay for all employees by ensuring that it meets the requirements of the Equality Act. To achieve this, the Council uses a job evaluation system to evaluate the value of all jobs across the organisation, which provides evidence in support of the Band/Grade of each role within the structure. Salaries are paid according to the Grade/Band and incremental annual progression occurs irrespective of the employee's gender.
- 4.2 The Council is therefore confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which male and females work within the Council, the salaries that these roles attract, and the factors set out above for changes in the pay gap.
- 4.3 The Council will continue to monitor current pay systems and address any systematic issues so as not to cause any distortion of the data.
- 4.4 The Council will continue to monitor the allocation of additional payments that are made at managers' discretion to ensure that this is not contributing to the gender pay gap or unequal pay and address any anomalies, as appropriate.

20 February 2023