

## Gender Pay Data as at 31 March 2018

### Background

From April 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 employers with 250 or more employees are required to publish statutory gender pay gap calculations every year. We are required to publish the following gender pay data.

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisations pay structure

The data will be based upon the snapshot date of 31 March 2018 with the requirement being for the data to be published on our council website and on a government website by the end of March 2019. Thereafter updated by the 30 March each year.

### Our Data

Mean Gender Pay Gap		
Gender	Mean Hourly Pay	%
Male	£14.96	
Female	£15.02	
<b>Total</b>		<b>-0.4%</b>

Median Gender Pay Gap		
Gender	Median Hourly Pay	%
Male	£12.75	
Female	£13.24	
<b>Total</b>		<b>-4%</b>

**Proportion of males and females in Each quartile**

<b>Lower Quartile</b>		
<b>Gender</b>	<b>Total employees</b>	<b>%</b>
Males	85	<b>61.6%</b>
Females	53	<b>38.4%</b>
<b>Total</b>	138	

<b>Lower Middle Quartile</b>		
<b>Gender</b>	<b>Total employees</b>	<b>%</b>
Males	58	<b>42.3%</b>
Females	79	<b>57.7%</b>
<b>Total</b>	137	

<b>Upper Middle Quartile</b>		
<b>Gender</b>	<b>Total employees</b>	<b>%</b>
Males	52	<b>38.5%</b>
Females	83	<b>61.5%</b>
<b>Total</b>	135	

<b>Upper Quartile</b>		
<b>Gender</b>	<b>Total employees</b>	<b>%</b>
Males	79	<b>57.7%</b>
Females	58	<b>42.3%</b>
<b>Total</b>	137	

Carron Burton  
HR & OD Manager

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