

EREWASH BOROUGH COUNCIL

Report of the Head of Personnel and ICT to the
Director of Resources and Deputy Chief Executive

December 2018

GENDER PAY GAP

1 Purpose of report

- 1.1 To report on the findings in relation to the Gender Pay Gap at Erewash Borough Council in 2018.

2 Recommendations

To note the findings of the gender pay gap calculations.

3 Information, issues and options

- 3.1 The Gender Pay Gap Information Regulations came into force on 6 April 2017.

- 3.2 The regulations require employers with over 250 employees to publish their gender pay gap information annually. The key date needed to carry out the calculations is 31 March and this is the date from which an employer has a year to publish their gender pay report.

- 3.3 Employers have to report on their gender pay gaps using 6 different measures:

Mean Gender Pay Gap	The difference between the mean hourly rate of males and females
Median Gender Pay Gap	The difference between the median hourly rate of males and females
Mean Bonus Gap	The difference between the mean bonus pay paid to males and females
Median Bonus Gap	The difference between the median bonus pay paid to males and females
Bonus Proportions	The proportions of males and females who were paid bonus pay during the relevant period
Quartile Pay Bands	The proportions of males and females in the lower, lower middle, upper middle and upper quartile pay bands

- 3.4 The calculations are based on 'gross ordinary pay' which includes basic pay, allowances (but not payments to reimburse expenses), shift premium pay, piecework pay and pay for leave. It does not include overtime pay, pay in lieu

of leave, benefits in kind, redundancy pay and other payments in relation to termination.

- 3.5 Bonus pay means remuneration in the form of money, vouchers, securities and also relates to profit sharing, productivity, performance, incentive or commission.
- 3.6 Public sector employers must publish the results on their own website and also upload the required information onto the Government's Gender Pay Gap Reporting Service. The deadline for publishing requirements the next report is 30 March 2019.

4 Risk

- 4.1 While there are no sanctions for failing to report the gender pay gap data, the main risk is the reputational damage arising from failing to upload the information onto the Erewash Borough Council website and the government website.

5 Erewash Borough Council Results for 2018

EREWASH BOROUGH COUNCIL		
2018-2019 GENDER PAY GAP DATA		

HOURLY RATE	MEAN	MEDIAN
WOMEN'S HOURLY RATE IS	9.56% LOWER	0%

PAY QUANTILES	MALE	FEMALE
TOP QUANTILE	51.9%	48.1%
UPPER MIDDLE QUANTILE	38.9%	61.1%
LOWER MIDDLE QUANTILE	50.4%	49.6%
LOWER QUANTILE	45.4%	54.6%

WOMEN'S BONUS PAY IS	MEAN	MEDIAN
% HIGHER/LOWER	0%	0%
PERCENTAGE WHO RECEIVED BONUS PAY	OF MEN	OF WOMEN
	0%	0%

- 5.1 The results show that the mean figure for women is 9.56% lower than for men. However, the median figure for both is the same. For 'gross ordinary

pay' pay elements such as essential car user, standby and childcare payments are incorporated into the calculations which distort the figures in favour of males. However, it is also true that there are more males (51.9%) in the top quartile of pay than females (48.1%).

- 5.2 The hourly rate for the mean figures is £12.82 for males and £11.60 for females.
- 5.3 The hourly rate for the median figures is £11.02 for both male and females.
- 5.4 The pay quartiles demonstrate that there are more females than males in the upper middle quartile, and the lower quartile which is in line with the gender ratio of the council as Erewash Borough Council has more women employed than men. Compared to the previous year, it is noted that there are more men in the lower middle quartile than women. There are also more men than women in the top quartile which is occupied by higher paid employees.