

GENDER PAY GAP REPORT

Chelmsford City Council

2017



Gender Pay Gap Report 2017

What is gender pay gap reporting?

The gender pay gap reporting gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

Our gender pay gap results have been calculated in line with the regulations set out in The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Gender pay reporting is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. The Council is confident that we ensure equal pay through a robust job evaluation process and the pay arrangements set out in our pay policy.

An overview of the Council's gender pay gap figures

Employees included in the gender pay gap reporting are split between:

- Full-relevant employees – any employee employed on the snapshot date (31st March 2017) and who received their usual full basic pay (or pay for piecework).
- Relevant employees – are all employees employed by Chelmsford City Council on the snapshot date. This term includes full-pay relevant employees and those employees who received less than full pay.

(Table A)

Gender	Full-Pay Relevant Employee Count	Relevant Employees Count
Female	518	619
Male	552	613
Total =	1070	1232

Mean gender pay gap

This is the average of the hourly rates and is calculated by adding up all the rates and dividing by the number there are. This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees (Table A) receive.

At Chelmsford City Council the mean differences between gross hourly earnings for men and women is 2.5% (see Table B). The actual difference in hourly rate between female and males is 33p (Table C).

Median gender pay gap

Defined as the hourly rate that lies at the midpoint and is calculated by ordering all rates from highest to lowest and the median is the central figure. This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

At Chelmsford City Council the median differences between gross hourly earnings for men and women is -5.14% (see Table B). The actual difference in hourly rate between female and males is 56p (Table C).

Office of National Statistics (ONS) confirms that in 2017 men’s median gross hourly earnings were £14.48 and females £13.16, “men on average were paid £1.32 more per hour than women, which, as a proportion of men’s pay, is a pay gap of 9.1%” (ONS Understanding the gender pay gap in the UK, January 2018).

(Table B)

Differences between gross hourly earnings for men and women	
Mean	Median
2.5%	- 5.14%
The male hourly rate is 2.5% higher than the female mean hourly rate	The female median hourly rate is 5.14% higher than the male median hourly rate.

(Table C)

Gender	Mean Hourly Rate	Median Hourly Rate
Female	12.76	11.45
Male	13.09	10.89

Mean and Median Bonus gender pay gap

These calculations show the difference between the mean/median bonus pay that male and female relevant employees (Table A) receive.

Only one employee (male) receives a bonus. Therefore:

- The mean hourly bonus rate is 100% higher for males than females.
- The median hourly bonus rate is 100% higher for males than females.

(Table D)

Gender	Proportion % Receiving Bonus
Female	0.00
Male	0.16

Proportion of men and women in each quartile of the pay structure

The table below shows the proportion of males and females in the quartile pay bands. This calculation requires an employer to show the proportion of male and female full pay relevant employees (Table A) in four quartile pay bands, which is done by dividing the workforce into four equal parts. Therefore, the Council's salary scales are not used when making this calculation.

(Table E)

Quartile	No. of Employees	No. of Females	No. of Males	% Female	% Male
Lower Quartile	268	147	121	54.85	45.15
Lower Middle Quartile	267	100	167	37.45	62.55
Upper Middle Quartile	268	137	131	51.12	48.88
Upper Quartile	267	134	133	50.19	49.81
Total =	1070	518	552		

Table E includes all Chelmsford City Council full-relevant employees regardless of their occupancy group.

Actions to be undertaken or continued

The Council has adopted a number of initiatives that resulted in a low 2.5% difference between male and female employees.

The Council will continue:

- To use open advertising so that roles are accessible to all.
- Offer flexible working options and enable employees to work remotely in accordance with IT provisions.
- Use a robust job evaluation scheme to determine pay for all roles.

Actions to be undertaken:

- Refresh policies that support flexible working and undertake an analysis of requests.
- Advertise resources that support carers and investigate the use of a carers passport.