

GENDER PAY GAP REPORT

Chelmsford City Council

2018



Gender Pay Gap Report 2018

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 it ensures equal pay through a robust job evaluation process and the pay arrangements set out in its pay policy.

An overview of the Council's gender pay gap figures

Employee's included in the gender pay gap reporting are split between:

- Full-relevant employees – any employee employed on the snapshot date (31st March 2018) 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 | 563 | 666 |
| Male | 565 | 629 |
| Total = | 1128 | 1295 |

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 1.00% (see Table B). The actual difference in hourly rate between female and males is 13p (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 -4.80% (see Table B). The actual difference in hourly rate between female and males is 52p (Table C).

Office of National Statistics (ONS) confirms that in 2017 “men on average were paid £1.32 more per hour than women, which, as a proportion of men’s pay, was a pay gap of 9.1%”. This fell from 2017 to 2018, to stand at 8.6% (ONS Understanding the gender pay gap in the UK, January 2018 and October 2018).

(Table B)

| Differences between gross hourly earnings for men and women | |
|---|---|
| Mean | Median |
| 1.00% | - 4.80% |
| The male hourly rate is 1.00% higher than the female mean hourly rate | The female median hourly rate is 4.80% higher than the male median hourly rate. |

(Table C)

| Gender | Mean Hourly Rate | Median Hourly Rate |
|--------|------------------|--------------------|
| Female | 12.92 | 11.36 |
| Male | 13.05 | 10.84 |

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 | 282 | 157 | 125 | 55.67 | 44.33 |
| Lower Middle Quartile | 282 | 111 | 171 | 39.36 | 60.64 |
| Upper Middle Quartile | 282 | 147 | 135 | 52.13 | 47.87 |
| Upper Quartile | 282 | 148 | 134 | 52.48 | 47.52 |
| Total = | 1128 | 563 | 565 | | |

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

Summary Analysis

The below table shows comparison of years.

| Reporting Year | Mean Hourly Rate Difference | Median Hourly Rate Difference | Females | | Males | |
|----------------|-----------------------------|-------------------------------|------------------|--------------------|------------------|--------------------|
| | | | Mean Hourly Rate | Median Hourly Rate | Mean Hourly Rate | Median Hourly Rate |
| March 2018 | 1.00% | -4.80% | £12.92 | £11.36 | £13.05 | £10.84 |
| March 2017 | 2.50% | -5.14% | £12.76 | £11.45 | £13.09 | £10.89 |

Actions to be undertaken or continued

The Council has adopted a number of initiatives that resulted in a low 1.00% difference between male and female employees.

The Council will continue:

- To use open advertising so that roles are accessible to all.
- To offer flexible working options and enable employees to work remotely in accordance with IT provisions.
- To use a robust job evaluation scheme to determine pay for all roles.
- To refresh policies that support flexible working and undertake an analysis of requests.

Actions to be undertaken:

- Advertise resources that support carers and investigate the use of a carer's passport.