

South Somerset District Council - Gender Pay gap report 2018

We must publish our gender pay gap each year. This is based on all staff permanently and temporarily employed on the 'snapshot' date 31st March 2018. At this date we had 451 employees 'relevant' for the purpose of reporting on the gender pay gap, made up of 189 males and 262 females.

- 1) The difference between the average (mean and median) hourly rate of pay for male and female employees:

	Mean hourly rate	Median hourly rate
Male	£15.54.	£12.93
Female	£13.96.	£12.12
% difference in hourly rate of pay	10.2% (2017 = 12.6%)	6.3% (2017 = 15.4%)

- 2) The difference between the average (mean and median) bonuses paid to male and female employees over the period of 12 months ending with the snapshot date of 31 March.

We do not pay bonuses so there is no gap on which to report.

- 3) The proportion of male employees and of female employees who were paid bonuses during the period of 12 months ending with the snapshot date of 31 March.

We do not pay bonuses so there is no gap on which to report.

- 4) The proportions of male and female employees in each quartile of the pay distribution.

The table below shows our pay quartiles by gender. Pay quartiles are calculated by listing all employees in order of their hourly pay, and then grouping into four equal groups - called quartiles.

Quartile	Total	Number of Males	% of Males	Number of Females	Females %
A - Lower Quartile (0-25%)	112	48	42.9%	64	57.1%
B - Lower Middle Quartile (25-50%)	113	34	29,2%	79	70.8%
C - Upper Middle Quartile (50-75%)	113	48	42.5%	65	57.5%
D - Upper Quartile (75-100%)	113	59	52.2%	54	47.8%
Total Posts	451	181		261	

Our results show that we have improved significantly from last year, although our male employees typically earn more than our female employees. The change was largely due to

the changes in our leadership and management team in 2017 as part of our Transformation programme.

Our position is affected because unlike many lower-tier authorities we do not conduct waste collection and house repairs—services that tend to be undertaken by lower paid men.

Part-time working has big long-term impacts. Notably, 50% of our female employees work part time (less than 37 hours a week) in contrast to 14.5% of men employees. Part-time roles tend to be in the lower quartiles.

We will continue to do what we can to reduce the gender pay gap in our organisation. This includes considering our recruitment practice, working environments, flexible working and career opportunities.

Published March 2019

For more information contact strategy@southsomerset.gov.uk