

Gender Pay Gap Report – March 2017

We are required by law¹ to publish an Annual Gender Pay Gap report in a prescribed format. We have added some supporting information at the end of the report.

This is our first report using data from March 2017 and was published 29 March 2018.

The Gender Pay Gap report includes all staff permanently and temporarily employed on the 'snapshot' date which was 31 March 2017.

On 31st March 2017 the Council had 475 employees: 197 male and 278 female. For the purposes of reporting on the gender pay gap, there are 466 'relevant' employees, of whom 195 are men and 271 are women.

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	£15.07	£13.95
Female	£13.16	£11.81
% difference in hourly rate of pay	12.6%	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	Men	Men	Women	Women
		(Count)	(%)	(Count)	(%)
A - Lower Quartile (0-25%)	117	45	38.46%	72	61.54%
B - Lower Middle Quartile (25-50%)	116	30	25.86%	86	74.14%
C - Upper Middle Quartile (50-75%)	117	51	43.59%	66	56.41%
D - Upper Quartile (75-100%)	116	69	59.48%	47	40.52%
Total Posts	466	195		271	

Additional information and analysis of our gender pay gap.

SSDC uses a recognised job evaluation scheme to ensure that men and women are paid the same for work of equal value, and we will continue to be rigorous to meet this long-standing legal duty. Further analysis of the gender pay gap, to better understand the causes and ways to eliminate our current gender pay gap, will draw upon national best practice and learning.

Our data tells us that on average male employees earn more than female employees. There are a number of reasons for this, for example because there is a higher percentage (%) of men in higher grades and because more women work

part-time (less than 37 hours per week) than men. Part-time roles tend to be amongst the lower paid roles within the organisation such as customer advisors and administration. Another cause of the gender pay gap may be the employment of men and women in roles that traditionally attract specific genders.

Like all employers, SSDC has a set of unique circumstances which affects the gender profile of its workforce, for example unlike many other councils we do not directly employ staff to carry out household waste collections or housing repairs. These services tend to attract mostly male employees and are at lower grades, so including these employees would have reduced the gender pay gap. Again, our detailed analysis will help us understand the degree to which these differences in the make-up of our workforce have affected our gender pay gap.

In addition more women than men tend to have responsibilities as the primary carer at home and at SSDC can take a reduced salary in return for extra annual leave or child care vouchers. These 'family friendly' benefits are highly valued by our staff - and reduce the average pay data we were required to use within our report.

The Council is currently undergoing a significant programme of change, and the gender pay gap results will help inform our new People Strategy. We are already designing our organisation to be flexible to suit different styles of working, increasing our investment into training and learning, and increasing the range of opportunities to progress within the organisation. We will continue to work to ensure we eliminate the gender pay gap where this could be linked to career progression or job design, or the way we recruit into different roles. Further analysis and consultation with staff will help us to better understand the position, and ways to further improve equality of employment at all levels within the organisation.

As stated above, it is important to know that a gender pay gap is not about unequal pay for work of equal value, which is prohibited in law by the Equal Pay Act 1975. We operate a recognised job evaluation scheme which covers all posts within the Council, and helps us to ensure work of equal value is equally rewarded.

¹ The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which came into force on 31 March 2017.