

Gender Pay Gap Report – March 2023

Introduction

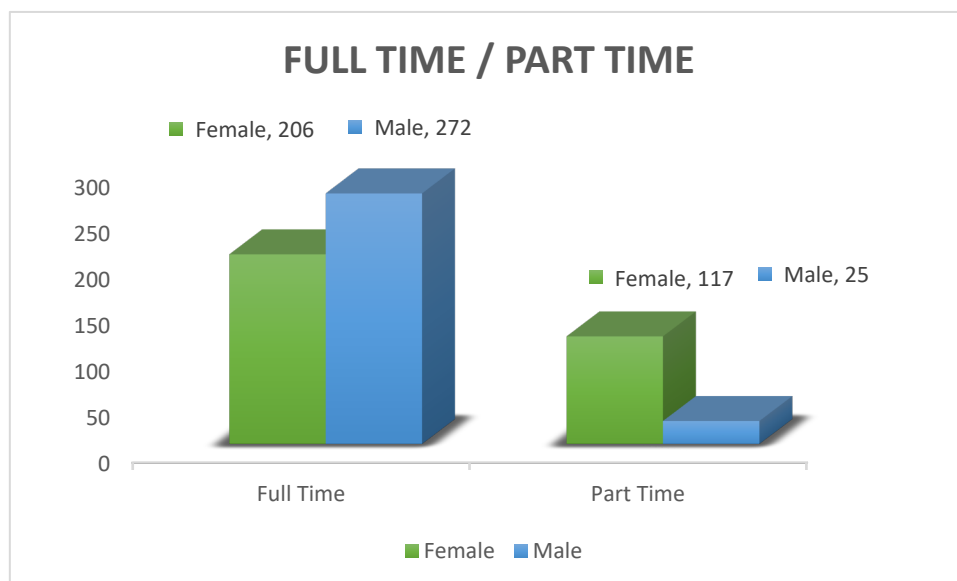
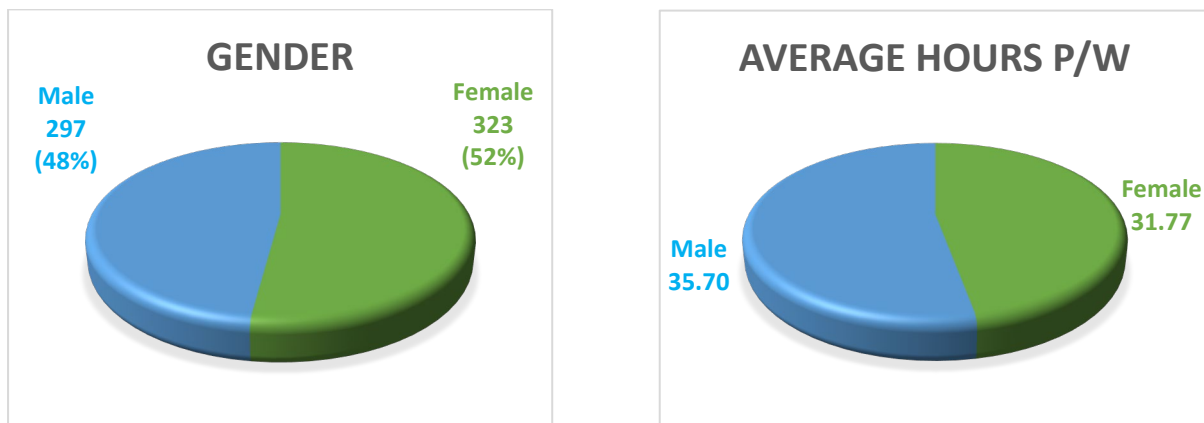
The Gender Pay Gap legislation requires all employers with 250 or more employees to publish their gender pay gap information annually. For Local Government, this is based on employees employed as of 31st March 2023.

The gender pay gap shows the difference in average earnings between men and women and is based on average hourly earnings. The calculations are based on differences between the average hourly earnings of men and women, as a proportion of average hourly earnings for men.

A positive pay gap figure shows that women are earning less per hour than men, on average, whereas a negative figure shows women are earning more per hour on average than men.

Workforce Information

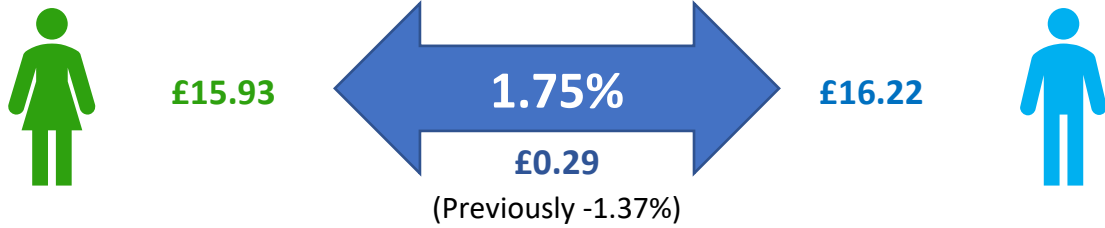
Total employee headcount on our snapshot date of 31st March 2023 was 620.



Gender Pay Gap Results – March 2023

Mean Pay Gap

(Average hourly rates and percentage difference)

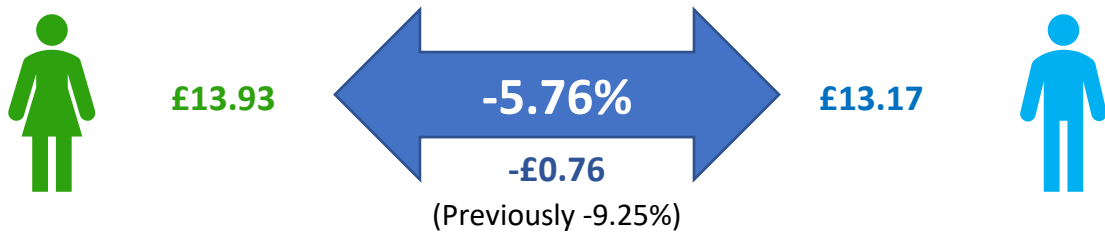


Office for National Statistics:

Details published by the ONS for April 2023 show that the national pay gap was 7.7%, and specifically for Local Government was 6.9%. Average hourly pay for women in Local Government was £13.56 and for men was £14.57.

Median Pay Gap

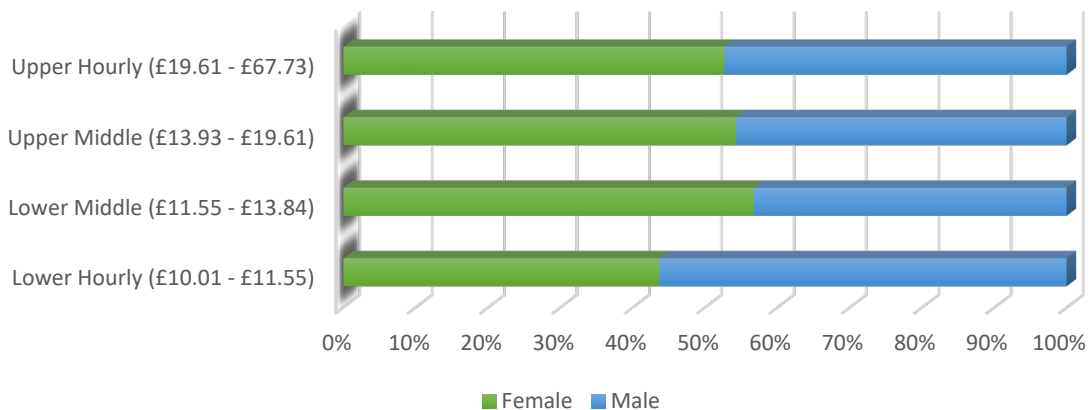
(Middle hourly rates and percentage difference)



Pay Quartiles

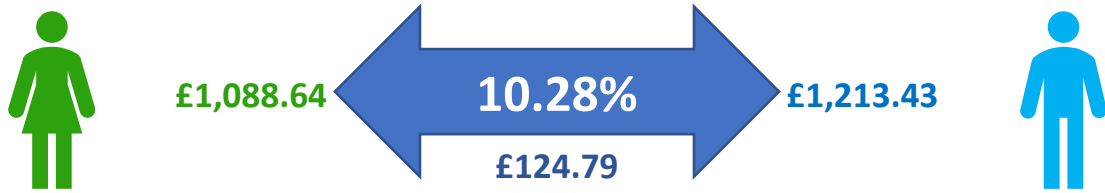
Quartile & Pay Band	Female	Male	Total
Lower Hourly (£10.01 - £11.55)	66	85	151
Lower Middle (£11.55 - £13.84)	84	64	151
Upper Middle (£13.93 - £19.61)	82	69	151
Upper Hourly (£19.61 - £67.73)	79	71	150

GENDER BY QUARTILE



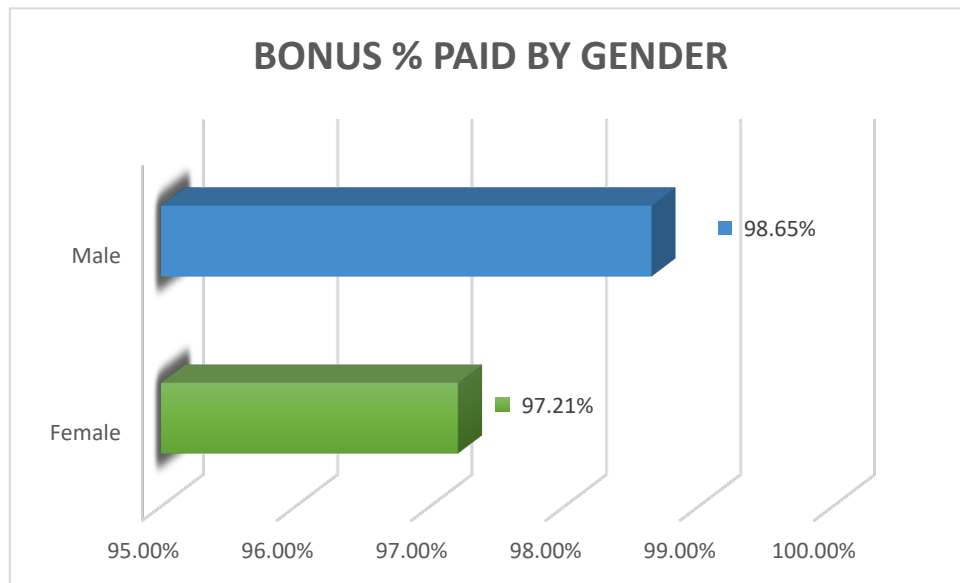
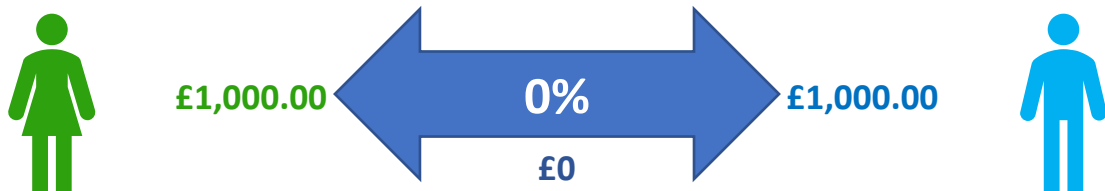
Mean Bonus Pay Gap

(Average Bonus paid and percentage difference)



Median Bonus Pay Gap

(Middle Bonus paid and percentage difference)



The Council awarded a one-off bonus of £1,000 to all eligible employees in March 2023.