

## Appendix A

### **Gender Pay Gap** **Based on Data from 31<sup>st</sup> March 2023**



#### **Background**

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality on our workplace
- the balance of male and female employees at various levels

It is important to note that gender pay reporting is different to equal pay.

- Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or woman.
- The gender pay gap shows the difference in the average pay between all men and women in a workforce.

#### **Results**

A snapshot of data was taken from 31st March 2023 and the results are below for the six required calculations.

It should be noted that we have a higher proportion of staff that are female (56%) than male (44%). This has remained consistent with 2022 figures.

1. The average gender pay gap as a mean average

A female's hourly rate is 1.8% lower than a male.

The mean hourly rate is £17.01 for male employees and £16.71 for females.

2. The average gender pay gap as a median average

A female's hourly rate is 1.8% lower than a male.

The median hourly rate is £14.97 for male employees and £14.69 for females.

3. The average bonus gender pay gap as a mean average

A female's hourly rate is 0% lower than a male.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

4. The average bonus gender pay gap as a median average

A female's hourly rate is 0% lower than a male.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

5. The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

Males 0%

Females 0%

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

6. The proportion of males and females when divided into four groups ordered from lowest to highest pay

|                        | Male  | Female | Avg. Hourly pay |
|------------------------|-------|--------|-----------------|
| <b>Q1 Lower</b>        | 48.8% | 51.2%  | £11.74          |
| <b>Q2 Lower Middle</b> | 36.5% | 63.5%  | £13.61          |
| <b>Q3 Upper Middle</b> | 40.5% | 59.5%  | £17.07          |
| <b>Q4 Upper</b>        | 51.8% | 48.2%  | £24.91          |

There is a higher proportion of men than women in three of the four of the Council's pay quartiles. There is a higher concentration of women working in the lower middle quartile (Q2) and the upper middle quartile than the two other quartiles which has altered the trend from previous years' reports.

The gender pay gap is low, it remains in favour of men, however it has remained the same this year at 1.8% whereas it was 4.1% in 2021. Resignations and retirements account in part for the narrowing of the gap.

**What do these figures mean?**

Blaby District Council has seen a change in the gender pay gap, which is still in favour of males, but has reduced to 1.8%, since the 2021 report. This evidences a continuing improvement since 2019 as it has reduced significantly from 6.9% which moves us to a more neutral position in terms of the pay gaps.

Blaby also note that our relatively small staff numbers mean that our figures can change significantly with only a few staff changes. The 2023 data was based on 338 employees.

**Next steps**

Blaby District Council will continue to undertake a number of measures in place to support gender pay equality including:

- The Council has made the gender pay gap a key part of our Equalities Objectives and this will continue to be reported.
- The use of Gauge job evaluation system which ensures that through its application job grading is gender neutral.