



# Gender Pay Gap 2020

This is our annual gender pay gap report for the snapshot date of 31<sup>st</sup> March 2020.

## **Background**

Public Sector employers are required under 'The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to publish details of their Gender Pay Gap.

This looks at the difference in average pay between all males and females in a workforce. A positive pay gap shows that males are paid more, and a negative pay gap that females are paid more. This is based on snapshot data of 31<sup>st</sup> March 2020 and applies to all organisations with more than 250 employees.

Craven District Council had under 250 employees on 31<sup>st</sup> March 2020 and is making a voluntary submission. On this date, there were 113 male and 129 female employees.

The Equality Act 2010 (Specific Duties) Regulations 2011 require public sector employers with 150 or more employees to publish information to demonstrate their compliance with the Public Sector Equality Duty. Whilst the regulations are not specific about what information needs to be published this may include gender pay gap information.

The data will be published on both the council's website and the government website.

The gender pay gap is different from equal pay, which looks at whether males and females receive equal pay for work of equal value.

We are required to report:

- the difference in the mean pay of full-pay men and women, expressed as a percentage
- the difference in the median pay of full-pay men and women, expressed as a percentage
- the difference in mean bonus pay of men and women, expressed as a percentage
- the difference in median bonus pay of men and women, expressed as a percentage
- the proportion of men and women who received bonus pay
- the proportion of full-pay men and women in each of four quartile pay bands.

## **Our Council**

Our mean gender pay gap is 3.17%.

Our median gender pay gap is -8.3%.

Our mean gender bonus gap is 100%.

Our median gender bonus gap is 100%.

The proportion of male employees who received a bonus is 0.9% and no female employees receive a bonus.

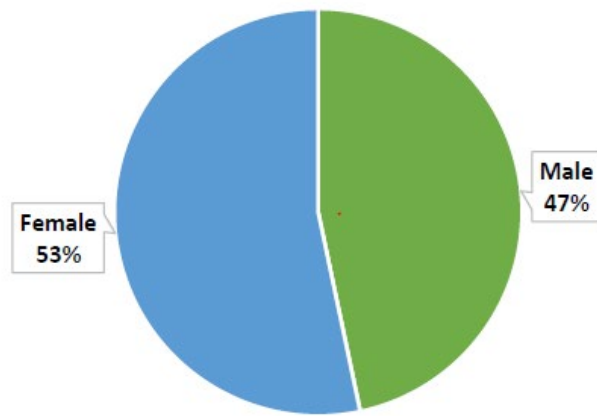
## Workforce Demographic

Our workforce has slightly more female employees than male.

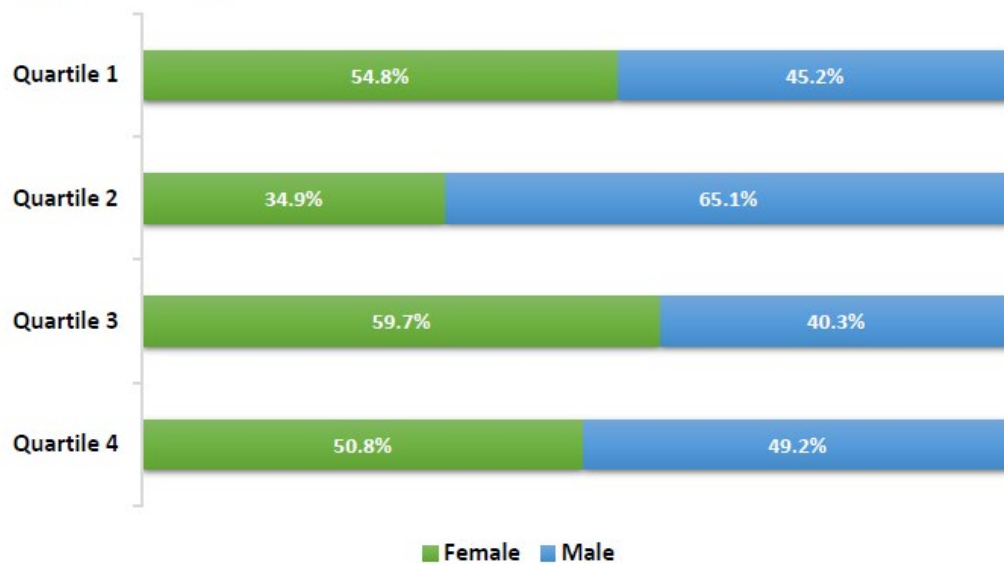
<b>Pay Quartile</b>	<b>Male</b>	<b>Female</b>
Quartile 1	54.8	45.2
Quartile 2	34.9	65.1
Quartile 3	59.7	40.3
Quartile 4	50.8	49.2

This chart shows our workforce divided into four equal-sized groups based on hourly pay rate. Quartile 1 includes the lowest-paid 25% of employees (the lower quartile) and Quartile 4 covers the highest-paid 25% (the upper quartile).

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group. If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 34.9% of the employees in Quartile 2 are women and 65.1% men.



### Pay quartiles by gender



## **Why do we have a gender pay gap?**

Legally, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

## **How does our gender pay gap compare with that of others?**

Most organisations have a gender pay gap, and we are pleased to say that ours is very similar or better than others, including those within Local Government.

For 2019, our mean gender pay gap was 3% and our median gender pay gap was -12.5%, these decreases are due to a senior female officer leaving and we recruited a male replacement.

The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 15.5%, while in Local Government\* it is 7.7%. At -8.3%, our median gender pay gap is a significantly lower than the whole economy and our sector.

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%, while in Local Government\* it is 5.1 %. At 3.17%, our mean gender pay gap is lower than the whole economy and our sector.

## **What are we doing to address our gender pay gap?**

We are committed to doing everything we can to reduce the gap and will continue to monitor our gender pay gap by reviewing it annually.

We continue to provide regular Diversity and Inclusion training for all our employees to raise awareness of gender issues.

\* [Ministry of Housing, Communities and Local Government 2020/21 Gender pay gap report](#)