

Craven District Council
Gender Pay Gap Analysis
31st March 2018

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 as at 31st March 2018 and applies to all organisations with more than 250 employees.

Although Craven District Council had less than 250 employees on 31st March 2018 (243) and is therefore not required by the legislation to publish its gender pay gap information it was decided that the analysis should still be carried out to support our commitment to equal opportunities.

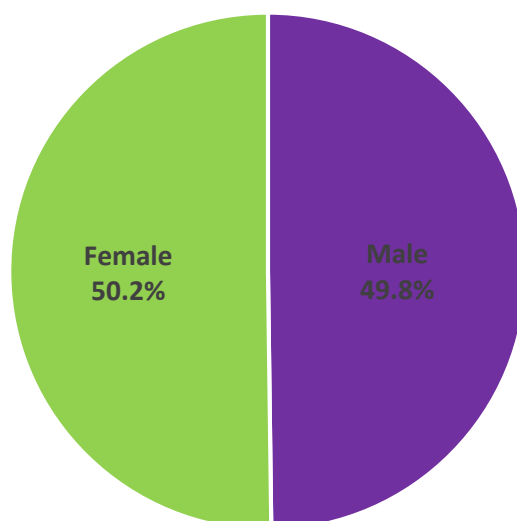
Additionally the Equality Act 2010 (Specific Duties) Regulations 2011 require public sector employers with 150 or more employees to publish information to demonstrate their compliance with the Public Sector Equality Duty. Whilst the regulations are not specific about what information needs to be published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

Our Workforce

The chart below shows that there is a very even split of staff between male and female at Craven District Council:



Craven District Council's Gender Pay Gap

There are a number of measures used when looking at the gender pay gap:

Mean Gender Pay Gap – *the difference between the mean average hourly rate of pay of male employees and female employees, expressed as a percentage. The mean is calculated by adding up all of the hourly rates and dividing the result by the number of records.*

Craven District Council: 0.1%

National Public Sector Average*: 17.5%

Therefore based on the mean hourly rate males are paid 0.1% more than females at Craven District Council which is an insignificant difference and is significantly less than the national mean gender pay gap for the public sector. It is also lower than last year's figure of 3.5%.

*Office for National Statistics Annual Survey of Hours and Earnings, 2018 provisional results.

Median Gender Pay Gap – *the difference between the median hourly rate of pay of male employees and female employees, expressed as a percentage. The median is calculated by taking the midpoint when listing the hourly rates in ascending order.*

Craven District Council: -15%

National Public Sector Average*: 19%

Therefore the median hourly rate of pay at Craven District Council is 15% higher for female than male employees. Nationally the median hourly rate for the public sector is 19% higher for males.

* Office for National Statistics Annual Survey of Hours and Earnings, 2018 provisional results.

Mean Bonus Gender Pay Gap – *the difference between the mean bonus pay that male female employees receive.*

Craven District Council: 100%

A bonus payment was only made to one (male) member of staff during the 12 months to 31st March 2018.

Median Bonus Gender Pay Gap - *the difference between the median bonus pay that male female employees receive.*

Craven District Council: 100%

A bonus payment was only made to one (male) member of staff during the 12 months to 31st March 2018.

The Proportion of Males and Females Receiving a Bonus Payment – *the proportion of male employees who were paid any amount of bonus pay, and the proportion of female employees who were paid any amount of bonus pay.*

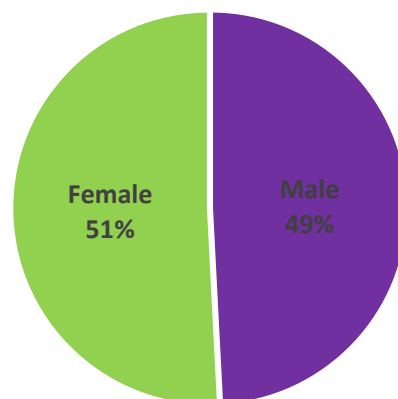
Males: 0.8%

Females: 0%

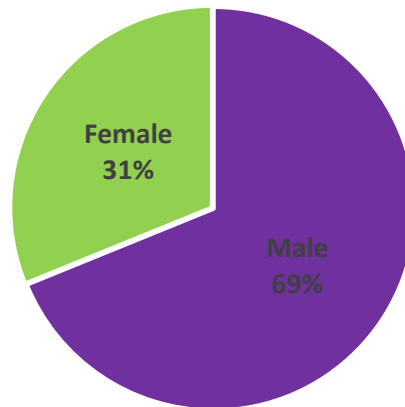
As stated above only 1 bonus payment was made during the 12 months to 31st March 2018.

The Proportion of Males and Females in each Quartile Pay Band – *calculated by ranking employees from highest to lowest paid and dividing into 4 equal parts, then looking at the percentage of males and females in each of the 4 parts.*

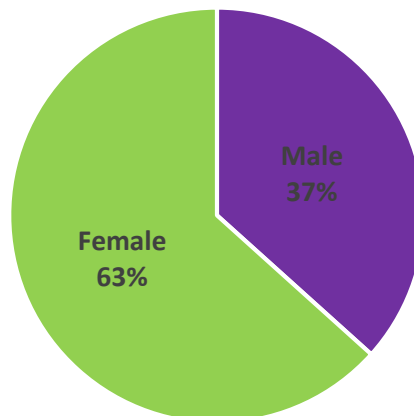
Lower Quartile – *the lowest paid 25% of the workforce*



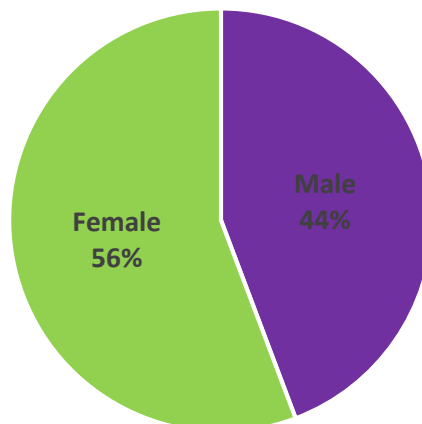
Lower Middle Quartile- *the 25% of the workforce which falls between the median (mid point) and the lower quartile*



Upper Middle Quartile – *the 25% of the workforce which falls above the median (mid point) but below the upper quartile*



Upper Quartile - *the highest paid 25% of the workforce*



As shown earlier there is a very even split of employees in Craven District Council between male and female employees. A similar split is seen in the lower and upper quartile pay bands, but in the lower middle quartile only 31% of staff are female whereas in the upper middle quartile 63% of staff are female. This explains why the median gender pay gap is so positive in favour of females. This trend was also seen in the previous years figures although it is more pronounced this year with 63% of the upper middle quartile being female compared to 53% last year. In the 12 months to 31st March 2018 there was a restructure which has had a positive impact on the gender pay gap figure.

What Next

- We will continue to monitor our gender pay gap by reviewing it annually to ensure that our current good position is maintained.