

INTRODUCTION

Publishing of such data on an annual basis has been a requirement since 2017 for organisations that employ 250 or more staff.

The Gender Pay Gap is defined as the difference between the pay of men and women. There are two measures - Median hourly pay and Mean (average) hourly pay. Each is represented as a percentage of the difference with men's pay. Therefore, where men are paid more than women, the pay gap will be 'positive'. Negative pay gaps are represented as minus percentages.

For reporting purposes, 'pay' includes – basic pay, paid leave (including annual leave, sick leave, maternity, paternity, adoption and parental leave), allowances, shift premium pay. Employees at Rutland do not receive bonus payments. 'Pay' does not include – overtime pay, expenses, redundancy payments and tax credits.

Overall, the Council's **gender profile** for 31 March 2019 was 75.5% Female and 24.5% Male.

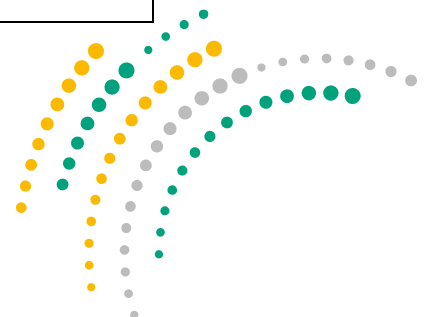
GENDER PAY GAP DATA

The chart below shows our data as of 31 March 2019 compared to 31 March 2018.

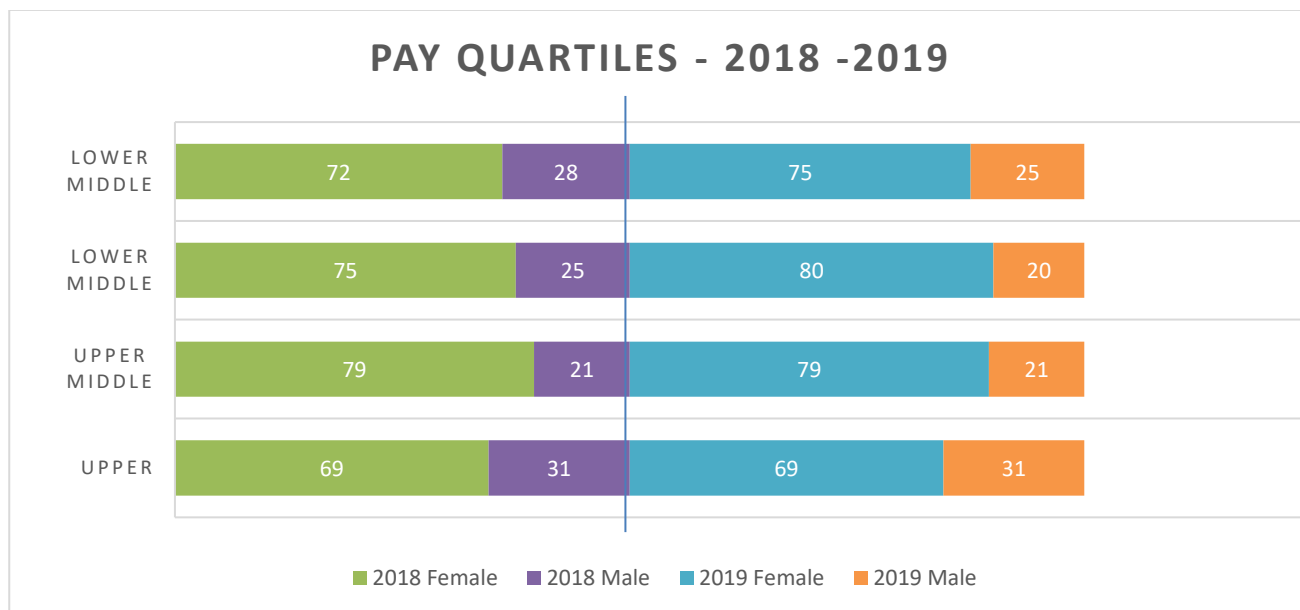
As at 31 March	2018	2019
Median	-1.54%	5.3%
Mean (average)	5.7%	11.3%

This chart shows the comparison of median and mean hourly rates. This tells us that women earned 95p for every £1 that men earned.

Median	2018	2019
Female	£12.50	£12.40
Male	£12.31	£13.08
Mean (average)	2018	2019
Female	£13.89	£13.73
Male	£14.73	£15.47



We are also required to report on the **pay quartiles** – these are defined as the proportion of male and female relevant employees in four quartile bands. To do this we rank all relevant employees from highest to lower and then divide into four equal parts – ‘quartiles’. This chart shows the 2019 data compared to 2018:



IN SUMMARY:

- In each of the pay quartiles, there remains a higher percentage of females. However, the factors that have an impact on the median and mean hourly rates are due to:
 - The highest percentage of males (compared to females) is in the higher pay quartile – 31% Male, compared to the lower pay quartile where 25% of employees in that group are Male.
 - In the lower pay quartiles, the percentage of females has increased from 72% on 31 March 2018 to 75% on 31 March 2019
 - Between the Upper and Lower pay quartiles, the proportion changes by 6%.
- Natural changes through the year such as turnover and recruitment can affect the profile of staff against grades and pay points. There is therefore an impact on the calculation of mean and median salaries ie. a new employee may join at the bottom of the pay scale and replace an employee who was perhaps higher up the grade; a Female leaver may be replaced with a Male and vice versa.
- There was a proportionately higher intake of new starters who are Male in 2018-19 at the higher pay levels – 27% of all new starters, compared to 20% of all new starters in 2017-18.
- We know from undertaking an equal pay audit as part of the new April 2019 pay scales that we pay men and women in a consistent way for work of equal value. This is underpinned by a grading structure and job evaluation system which takes into account roles rather than gender differences.

- Whilst the mean and median figures for Rutland as at 31 March 2019, indicates a widening gap (compared to 31 March 2018), these can be explained by natural work force changes through the year. Our recruitment, selection and promotion processes are free from bias and we remain committed to promoting equality and fairness in the workplace.



Rutland County Council
Catmose, Oakham, Rutland LE15 6HP

01572 722 577
enquiries@rutland.gov.uk
www.rutland.gov.uk