

## 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** as at 31 March 2020 was 75% Female and 25% Male.

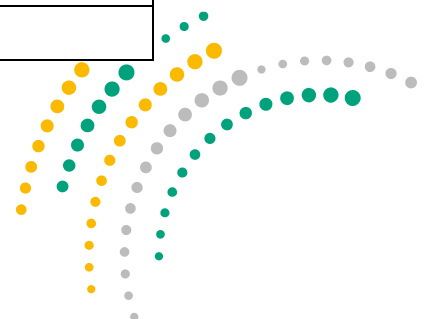
## GENDER PAY GAP DATA

The chart below shows our data as of 31 March 2020 compared to 31 March 2019.

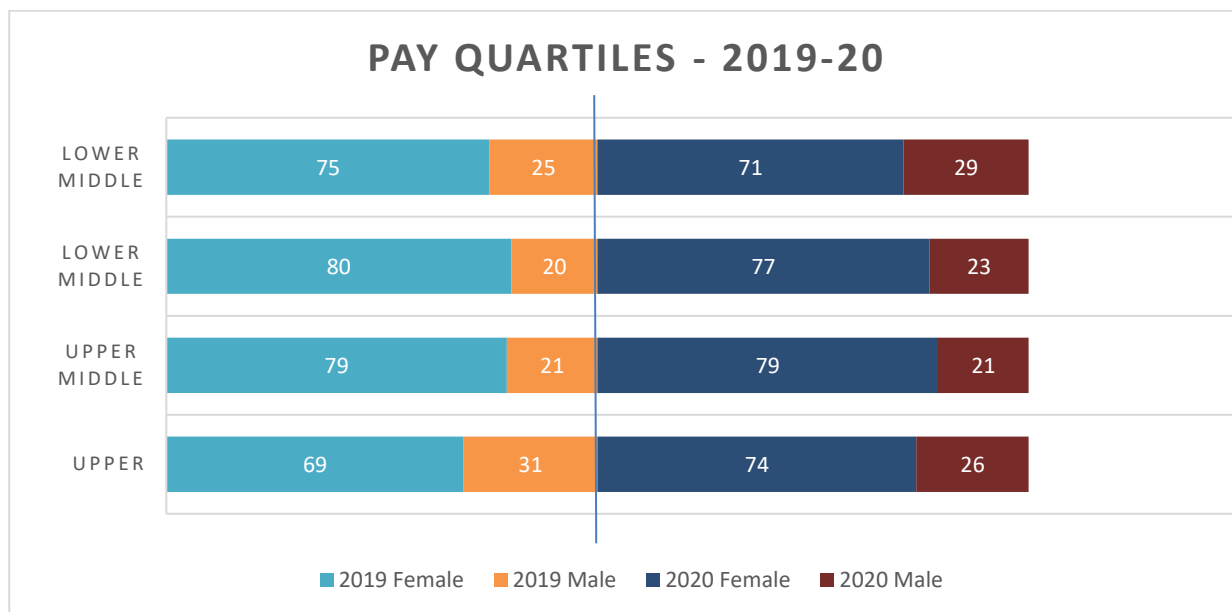
As at 31 March	2019	2020
Median	5.3%	-6%
Mean (average)	11.3%	9.41%

This chart shows the comparison of median and mean hourly rates. This tell us that women earned £1.06 for every £1 that men earned.

Median	2019	2020
Female	£12.40	£12.85
Male	£13.08	£12.11
Mean (average)	2019	2020
Female	£13.73	£13.48
Male	£15.47	£14.88



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 2020 data compared to 2019:



**IN SUMMARY:**

- The highest percentage of males (compared to females) is in the Lower pay quartile – 29% Male compared to 31 March 2019 where the highest percentage was in the Upper quartile. This shift is sufficient to alter the comparator of average and mean hourly rates and result in a median hourly rate of females being higher than males.
- In the lower pay quartiles, the percentage of females has decreased from 75% on 31 March 2019 to 71% on 31 March 2020
- Between the Upper and Lower pay quartiles, the proportion changes by 3% - this is less of variance compared to 31 March 2019 when the variance was 6%.
- Previous data reporting has demonstrated that natural changes through the year such as turnover and recruitment can affect the profile of staff against grades and pay points - for example:
  - New recruits join us on a lower pay point of the grade where the previous incumbent may have been on a higher point in the grade.
  - As in previous years, the highest proportion of new starters in 2019-20 were Female at 75.8%.
  - Typically around 26% of all starters are in management grades of P01 and above. However, this varies from year to year in terms of the Gender split.
  - In particular, in 2019-20 the percentage of new starters in management posts of P01 and above and who were Female, increased to 81% from 65.2% in 2018-19.

- 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 2020 indicates a further variation on previous years, 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.
- In Rutland, we use a Job Evaluation scheme to evaluate a role based on a range of factors and this establishes a grade which is equally applies to Male and Female employees.
- Our Recruitment Policy and Pay Policies provide a robust framework structure to ensure consistent, equal and fair practices to avoid discrimination on gender grounds.



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