

## 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 shows a variation to the previous year at 73.4% Female and 26.6% Male (previously 75% and 25% respectively).

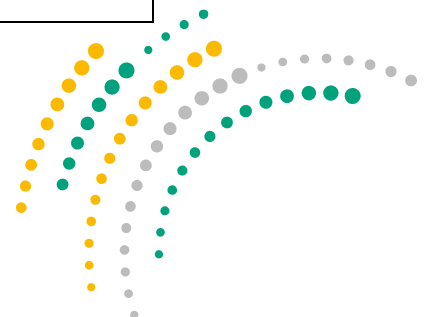
## GENDER PAY GAP DATA

The chart below shows our data as of 31 March 2021 compared to 31 March 2020.

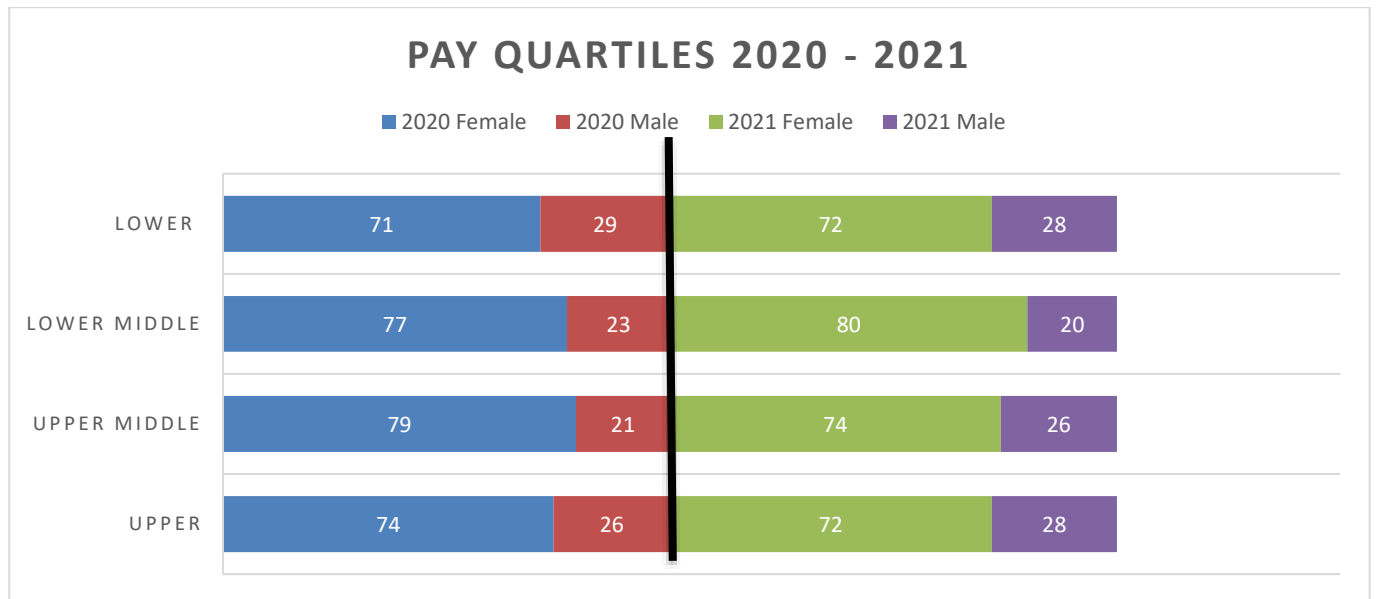
As at 31 March	2020	2021
Median	-6%	5.7%
Mean (average)	9.41%	6.7%

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

Median	2020	2021
Female	£12.85	£13.21
Male	£12.11	£14.02
Mean (average)	2020	2021
Female	£13.48	£15.03
Male	£14.88	£16.12



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 2021 data compared to 2020:



**IN SUMMARY:**

- The pay quartile identifies:
  - When comparing the percentages of Male and Female in each quarter, we can see that in the Lower Middle range, 80% are Female – this is an increase in this quartile of 3% compared to 31 March 2020.
  - The percentage of men in the Lower quartile has reduced slightly from 29% to 28% but increased in the Upper Quartile from 26% to 28%.
- 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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