

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.

GENDER PAY GAP DATA

The chart below shows our data as of 31 March 2022 compared to 31 March 2021.

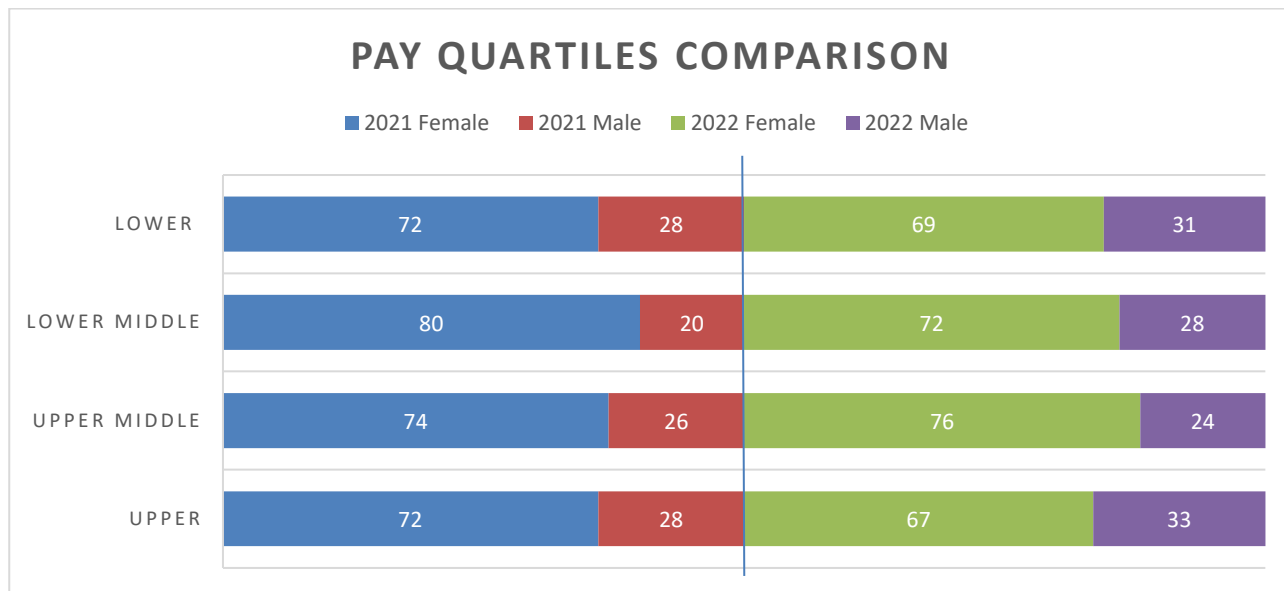
| As at 31 March | 2021 | 2022 |
|----------------|------|--------|
| Median | 5.7% | -4.02% |
| Mean (average) | 6.7% | 3.79% |

This chart shows the comparison of median and mean hourly rates:

| Median | 2021 | 2022 |
|----------------|--------|--------|
| Female | £13.21 | £13.71 |
| Male | £14.02 | £13.18 |
| | | |
| Mean (average) | 2021 | 2022 |
| Female | £15.03 | £15.24 |
| Male | £16.12 | £15.84 |



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 2022 data compared to 2021:



IN SUMMARY:

- Previous analysis of the data has helped us understand the key issues that impact on the data – these are natural changes that evolve through the year and are factors that we have little/no influence over. In particular turnover which may have an impact on the overall employee profile of the organisation in specific roles, salary bands or quartiles.
- If we look at our turnover data we can see the following for starters and leavers:

New starters in 2021-22 – compared to the previous two years:

| | 2019-20 | 2020-21 | 2021-22 |
|--------|---------|---------|---------|
| Male | 24% | 28% | 39.7% |
| Female | 76% | 72% | 60.3% |

And for **leavers**

| | 2019-20 | 2020-21 | 2021-22 |
|--------|---------|---------|---------|
| Male | 20% | 19% | 25.6% |
| Female | 80% | 81% | 74.4% |

- **In summary:**
 - The overall data is showing that the ‘mean’ hourly rate for females was higher than

the male 'mean' salary as at 31 March 2022. However, the average salary for females is £15.24 compared to £15.84 for males.

- The profile of our workforce is seeing a further increase in males as a percentage of our workforce at 28.8% as at 31 March 2022 – compared to 26.6% as at 31 March 2021 and 25% as at 31 March 2020.
- The Pay Quartiles reinforces this and shows the increase in the percentage of males in the Lower, Lower Middle and Upper quartiles.
- These are small variations and do not give cause or concern regarding pay rates across male and female. Our Job Evaluation, pay and grading structure provides for a fair and consistent pay mechanism that equally applies to male and female employees. Our recruitment process is built on appointment on merit and quality with no gender bias.
- 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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