Rutland
County Council

MULTUM·IN·PARVO

INTRODUCTION

Publishing Gender Pay Gap 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 the data for Rutland County Council as of 31 March 2023 compared to 31 March 2022

As at 31 March	2022	2023
Median	-4.02%	-1.8%
Mean (Average)	3.79%	1.64%

The following chart shows a comparison between hourly rates:

Median	2022	2023
Female	£13.71	£15.26
Male	£13.18	£14.99

Mean (average)	2022	2023
Female	£15.24	£16.80
Male	£15.84	£17.08

disability
confident
EMPLOYER

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 2023 data compared to 2022:
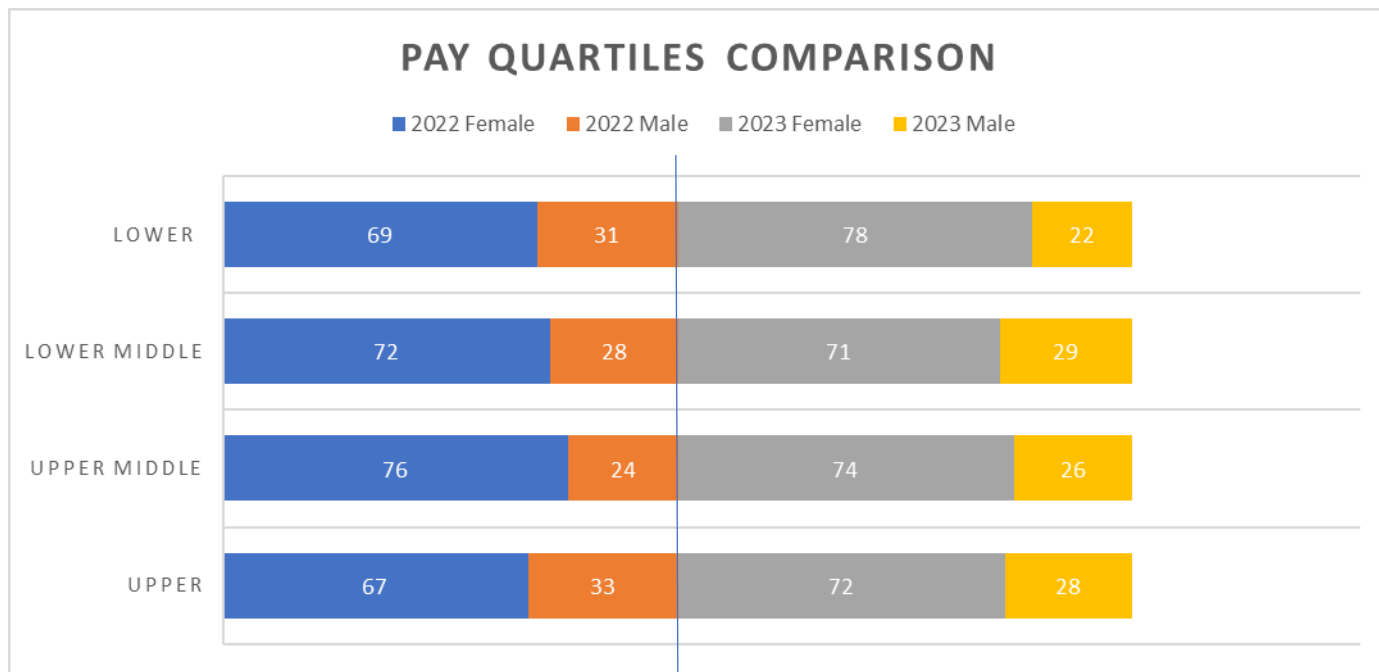
IN SUMMARY:

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.

Our Workforce profile is as follows:

As at 31 March	2021	2022	2023
Male	26.6%	28.8%	25.5%
Female	73.4%	71.2%	74.5%

If we look at our turnover data we can see the following for starters and leavers:

New starters	2021-21	2021-22	2022-23
Male	28%	39.7%	25.8%
Female	72%	60.3%	74.2%

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Leavers	2021-21	2021-22	2022-23
Male	19%	25.6%	38.4%
Female	81%	74.4%	61.6%

- The overall data is showing that the median hourly rate for females was higher than the median for males as of 31 March 2023 – this was the case in 2022.

- We can also see that the median percentage has varied and swung over the reporting periods – we have previously reported on this and the link to natural changes through the year in the workforce eg. starters, leavers.

- For the mean salary – on average the male workforce earns 28p more than females – this has continued the trend since 2019 of a reducing gap in average hourly rates.

- 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.