

Breckland Gender Pay Gap 31st March 2017

Executive Summary

Local government has a powerful impact on our lives. Nationally councils spend £94 Billion of taxpayers money each year, almost a quarter of public spending; they employ over 1.5 million people. 70% of whom are women.

Like most of the public sector, Breckland is no different, **74.07%** of our total workforce are female.

Total Workforce Demographic

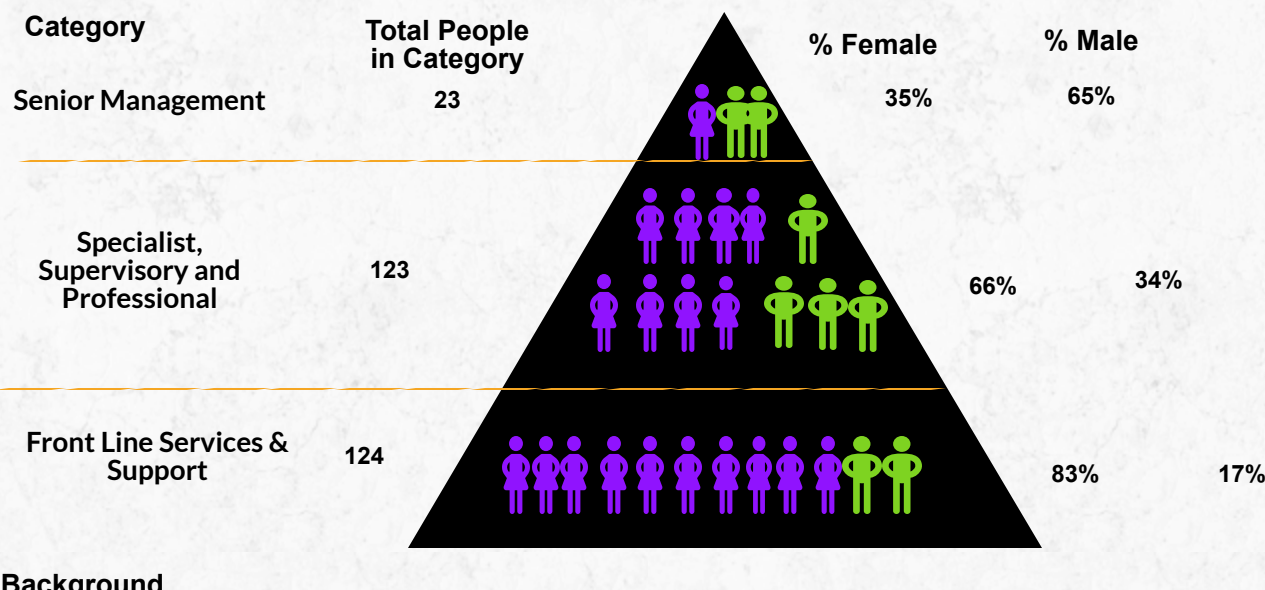


Working Time Workforce Demographic



Our workforce comprises a wide range of industry sectors including surveying, environmental protection, licensing, accounting, housing, democratic service, communities, communications, human resources, IT, procurement and contracting, economic development, corporate improvement and performance, legal, customer contact, planning and environmental health.

Total Organisational Demographics



Background

All public sector employees are required to publish information about gender pay gaps by 31st March 2018. This information is based on a snapshot date of pay 31st March 2017. At this date the workforce comprised of 74.07% female and 25.06% male with 74% full time and 36% part time.

This analysis looks at the gender pay difference with Breckland District Council, focusing on the overall pay different between the male and female workforce. This figure is significantly affected by the employment of more females so it looks deeper into pay to determine if there are type pay inequalities across the workforce. A positive pay gap indicates that men are paid more, a negative pay gap indicates that women are paid more.

This gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work, not meeting this requirement has been unlawful/UK for over 45 years. The gender pay gap is a measure of any disparity in pay between the average earnings of male and female.

What Do We Report On?

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

The overall gender pay gap is defined as the difference between the median(actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

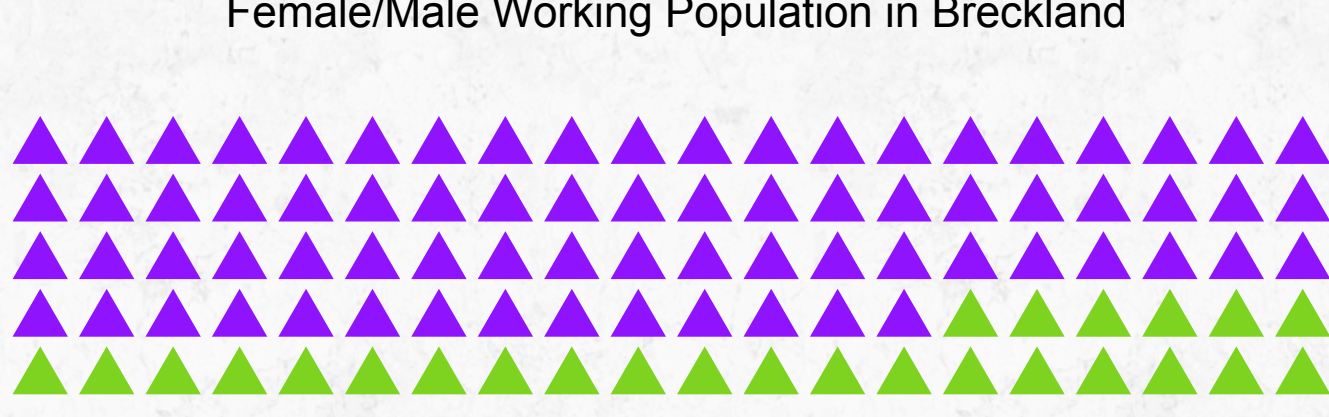
Mandatory Gender Pay Analysis

Workforce Profile

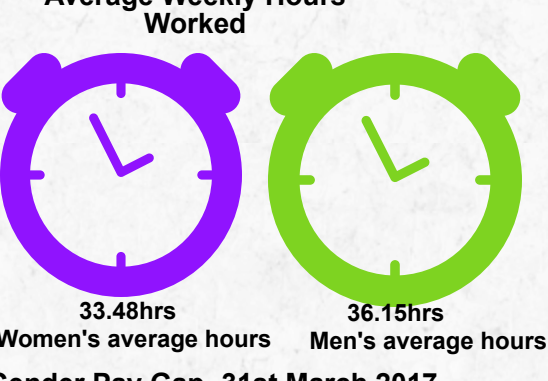
There were 270 staff working on the snapshot date of 31st march 2017.

The gender pay gap analysis is based on head count as opposed to full-time equivalent numbers.

Female/Male Working Population in Breckland



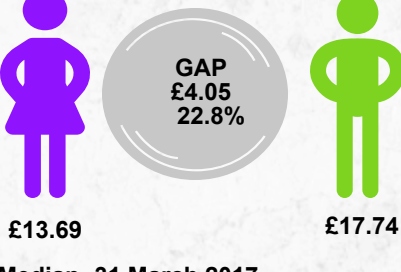
Average Weekly Hours Worked



Women work 2 hrs 27 mins less than men

Gender Pay Gap- 31st March 2017

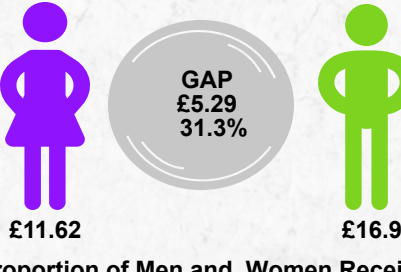
Mean - 31 March 2017
Average hourly rate of pay and the percentage difference between



Breckland Council's mean gap is higher than the national average of 18.1%

Median- 31 March 2017

Middle hourly rate of pay and the percentage difference between

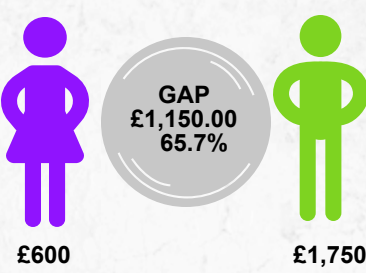
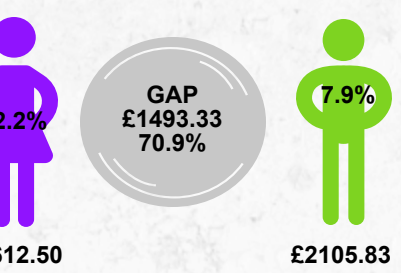


Breckland Council's median gap is higher than the national average of 23%

Proportion of Men and Women Receiving Bonuses-1 March 2017

Mean - 31 March 2017

Median- 31 March 2017

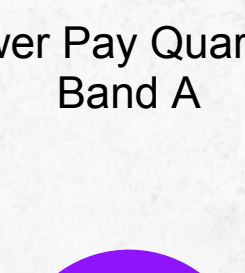


In the 12 month period used for data collection, 10 BDC employees received a payment defined as a "bonus". 3 of these individuals received VPI (Variable Pay Initiative) payments associated with the ARP Enforcement service. All 3 of these individuals were male.

Proportion of Men and Women in Each Quartile of the Pay Structure

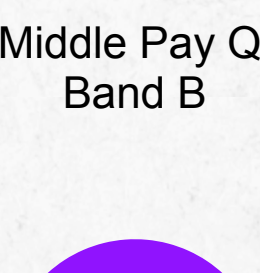
These graphs show the workforce composition in each Pay Quartile. There is a significantly higher proportion of females contained within the lowest two Pay Quartiles. The third Quartile, whilst predominately occupied by females, is broadly in line with the male: female workforce ratio. The uppermost Pay Quartile has a fairly even split of males and females within it.

Lower Pay Quartile - Band A



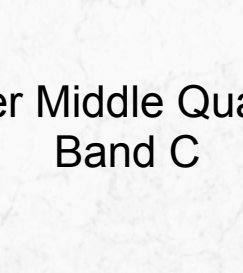
We have a lot of women in the lower pay quartile of the council, whose standard hourly rate places them at or below the lower quartile

Lower Middle Pay Quartile - Band B



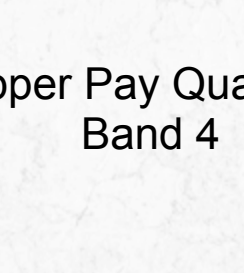
We have a lot of women in this quartile of the council, whose standard hourly rate places them above the lower quartile but at or below the median

Upper Middle Quartile - Band C



We have more women in this quartile of the council, whose standard hourly rate places them above the median but at or below the upper quartile

Upper Pay Quartile - Band 4



We have virtually an equal distribution of women and men in this quartile of the council, whose standard hourly rate places them above the upper quartile

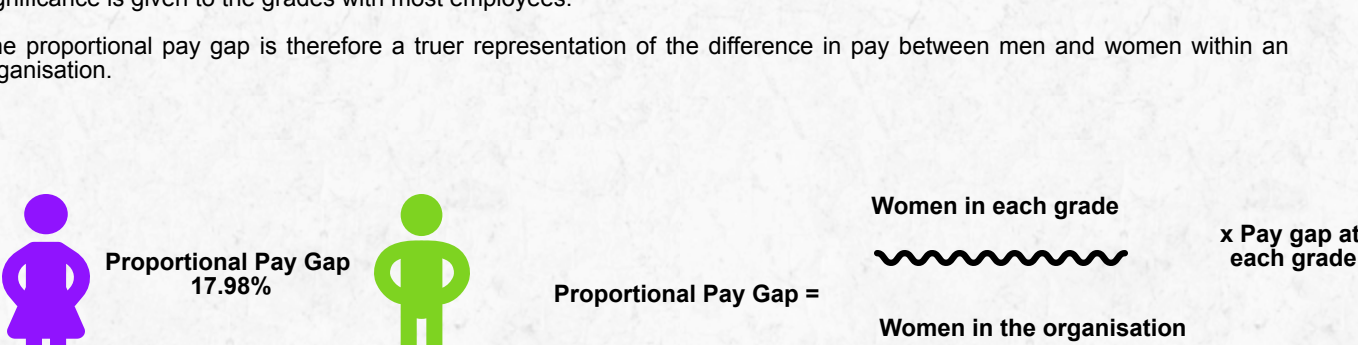
Proportion Pay Gap Analysis and Figures

To work out the proportional pay gap, per grade, we have compared the hourly pay of men and women, then weighted this figure according to the amount of women who work in that grade. This is done by dividing the number of women in a particular grade by the total number of women working at the council, then multiplying this figure by the gender pay gap at that grade.

The overall proportional pay gap is found by adding together all the individual proportional pay gaps.

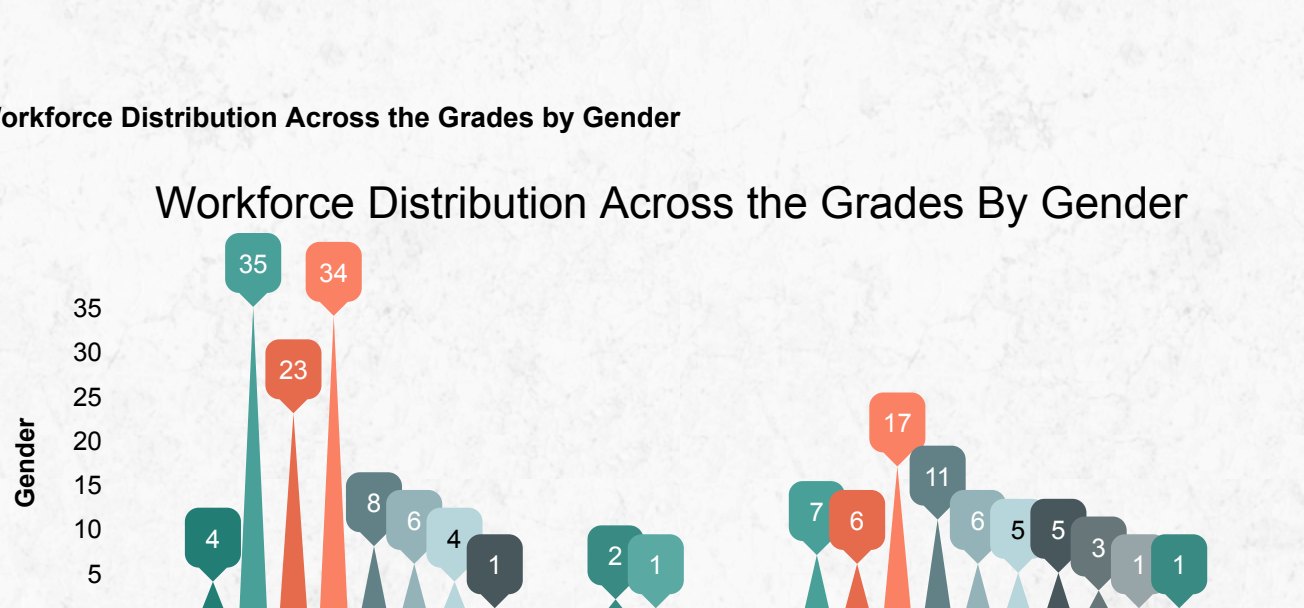
As this calculation takes into account the difference in the number of employees across the different grades, more significance is given to the grades with most employees.

The proportional pay gap is therefore a truer representation of the difference in pay between men and women within an organisation.



Workforce Distribution Across the Grades by Gender

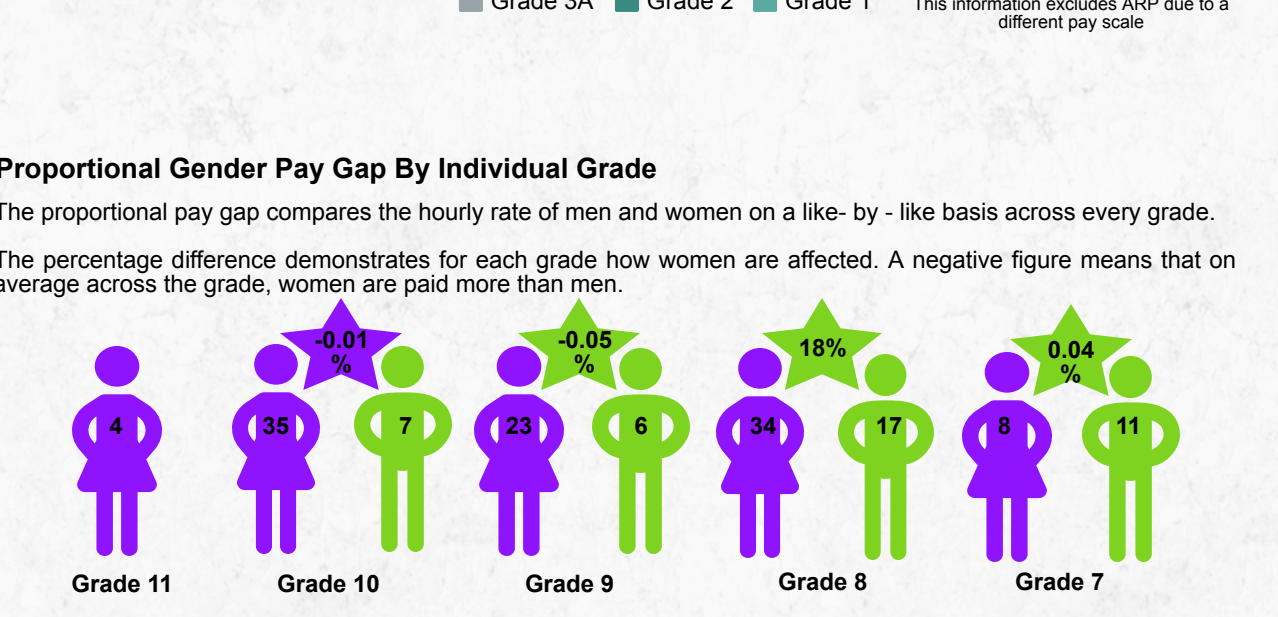
Workforce Distribution Across the Grades By Gender



Proportional Gender Pay Gap By Individual Grade

The proportional pay gap compares the hourly rate of men and women on a like-by-like basis across every grade.

The percentage difference demonstrates for each grade how women are paid more than men. A negative figure means that on average across the grade, women are paid more than men.



ARP are not considered in the above as they are on a different pay scale

Overall Analysis And Figures

The overall gender pay gap is a high level, non adjusted indicator of male and female earning. The gap is therefore significantly affected by the make up of the workforce which is 74.7% female. These women are often attracted by the council's flexible working provisions.

The Gender Pay Gap is also affected by workforce distribution. The majority of the council's staff are in the lower grades, this means that the overall pay gap is distorted, reflecting workforce composition impacts on the pay inequalities. The higher % of females in the lowest two quartiles working in our contact centre posts and lower ARP posts.