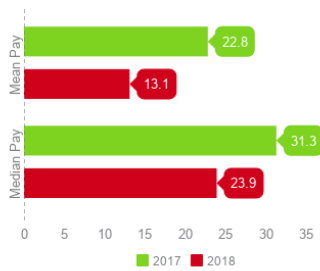


BRECKLAND GENDER PAY GAP

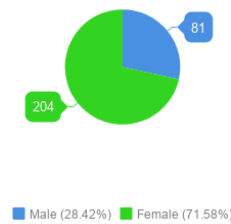
Comparing 2017 and 2018

GPG COMPARISON



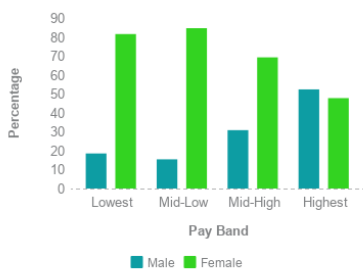
The gender pay gap has dropped significantly between 2017-18 whether measured as mean or median and we are now below the 2017 national average of 18.4%

% SPLIT OF WORK FORCE BY GENDER



The % split of the work force by gender is almost the same as in 2017 where we had a 29.2%/70.8% split

GENDER SPLIT BY PAY QUARTILE 2017



The higher % of females in the lowest two quartiles can be explained by the work force demographic where call centre and lower grade ARP posts are predominately occupied by females

GENDER SPLIT BY PAY QUARTILE 2018



Comparison of the quartiles explains why the GPG has closed. We now have more female employees in the upper quartiles and less in the lower. To close the gap more we need more females in the highest quartile but vacancies here are infrequent. We still need to close the gap in our lowest quartiles by recruiting more men

ACTIONS TAKEN SO FAR

- * Gender neutral job adverts
- * Wider reaching recruitment strategy which has increased the talent pool
- * Less focus on previous experience at all stages of the recruitment process and an increased focus on candidates natural strengths
- * Talent management introduced to the leadership team to encourage development of internal talent
- * Introduction of our apprenticeship & graduate scheme

ACTIONS FOR 2019/20

- * Improve the % split in our lower quartiles
- * Proposed we introduce software to track applicants allowing us to see who is applying for jobs at all levels and where we can do better in attracting female candidates
- * Roll out strengths based recruitment across the council
- * A new Honorarium policy has been proposed to ensure that bonus payments are fairer and are only given where employees have gone above and beyond what is expected of them
- * Agile working introduced to aid flexible working at all levels

