

Warwick District Council
Gender Pay Report
(as of 31.3.17)

1 Background Information

1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (S1 2017/353) require public sector employers with 250 or more employees to publish their gender pay gap information. There is a similar requirement of the private sector.

1.2 As an employer with a headcount of more than 250 the Council is required to publish the following data annually, as at 31 March each year.

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap (*not applicable*)
- The median bonus gender pay gap (*not applicable*)
- The proportion of males receiving a bonus payment (*not applicable*)
- The proportion of females receiving a bonus payment (*not applicable*)
- The proportion of males and females in each quartile pay band

The information must be published on both the Council's website and available for at least 3 years and on the designated government website.

The Council does not pay bonuses and therefore there is no calculation for these areas.

This requirement is that data for the previous year is reported by 31st March the following year. Therefore this report is based on data as at 31st March 2017.

2 WDC Data

2.1 The WDC gender pay reporting figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

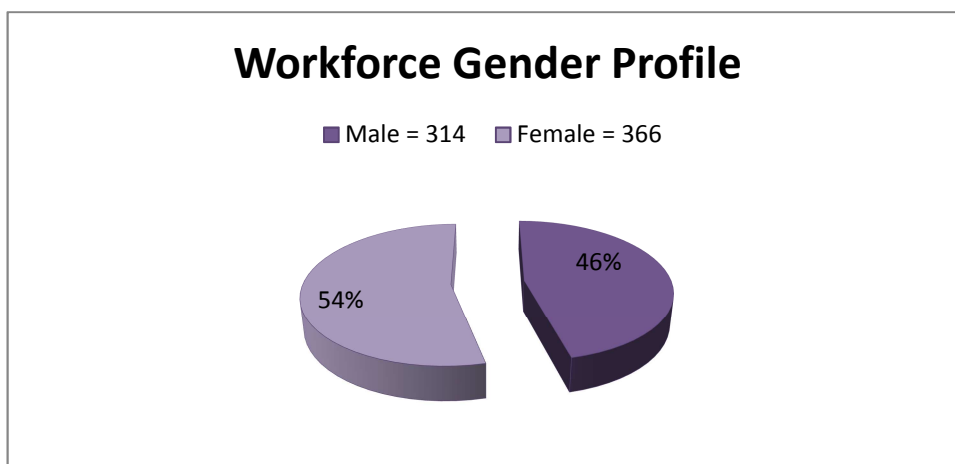
2.2 The data includes the following types of staff:

- Employees with a contract of employment (part time, full time, permanent and fixed term)
- Casuals/Workers

2.3 The data does not include the following:

- Temporary staff employed through Comensura

2.4 Gender Profile



2.5 Mean and Median Gender Pay Gaps

WDC Mean and Median Gender Pay Gaps	
WDC Mean Gender Pay Gap	7.9%
WDC Median Gender Pay Gap	6.4%

The definitions of Mean and Median are:

Mean – the average of all the numbers in the dataset

Median – the figure that falls in the middle of a range when everyone’s pay is lined up from smallest to largest

2.6 Pay Quartiles

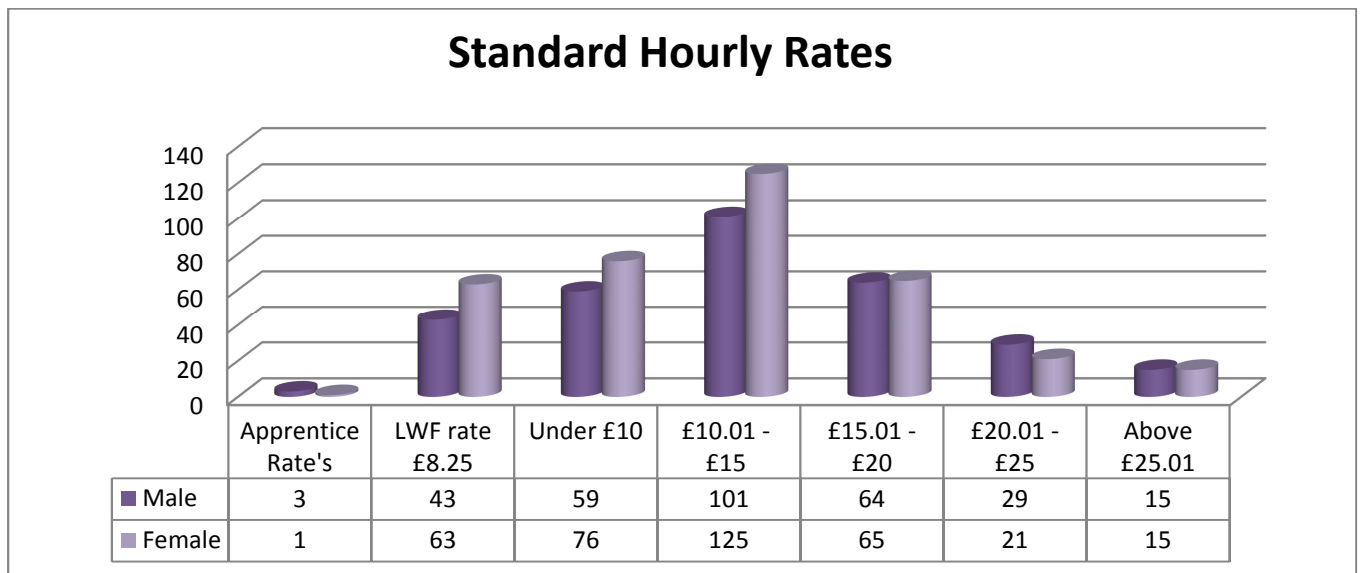
WDC Pay Quartiles by Gender			
Quartile	Males	Females	Description
Lower Quartile	44%	56%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	44%	56%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	44%	56%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper Quartile	54%	46%	Includes all employees whose standard hourly rate places them above the upper quartile

For the purposes of reporting, Standard Hourly Rate includes the following:

- Basic Salary
- Casual payments
- Additional hours worked in other roles
- Honoraria
- Long service awards
- Shift premium pay
- Retention allowances
- Living Wage Foundation top ups
- Unsocial hours payments
- Standby payments
- First Aid Allowances
- Market Related Supplements

Not required to be included in reporting are:

- Overtime
- Additional hours in same role
- Mileage, subsistence and other expenses
- Redundancy payments
- Anyone receiving nil pay during the period
- Salary sacrifice amounts



3 Commentary

3.1 Under the Equal Pay Act 1970, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

WDC has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). In order to achieve this WDC:

- operates job evaluation methodology to grade all jobs, using the Hay Job Evaluation Scheme to ensure that jobs are paid fairly;
- ensures that allowances are awarded fairly and consistently across the Council;
- re-evaluates job roles and pay grades as necessary to ensure a fair structure.

3.2 The small gender pay gap demonstrates that WDC are not paying men and women differently for the same or equivalent work.

The small gender pay gap may be as a result of the roles in which men and women undertake within the Council and the salaries that these roles attract.

It should be noted that as this snapshot was taken at 31 March 2017, it includes a number of staff and casuals employed in the Leisure Centres, prior to the TUPE.

3.3 This data was compiled using a standard report compiled by Coventry CC who administer WDC's payroll. The data will be refined going forward, with WDC compiling its own reports which will mean that further data can be undertaken including, for example, providing analysis by age.

3.4 The analysis of the data gathered from the 31 March 2018 snapshot will be brought to September 2018 Employment, to include analysis by age and further benchmarking.

4 Benchmarking

4.1 The following table identifies some examples of comparable information reported to date (1/3/18) in order to provide a benchmark for the WDC figures.

Appendix 2

Council	Mean Gender Pay Gap
Poole	1.1%
Hinckley & Bosworth *	4.3%
Warwick	7.9%
Wycombe	9.7%
Chiltern	15%
Herefordshire	16.3%
Stratford upon Avon *	20.59%
Broadland (Norfolk)	26.8%

* These are the only local councils who have published their data (as representative 31.3.17)

The Guardian 28/2/18 - 197 (15%) companies reported higher median salaries for women; 950 (74%) companies reported higher median salaries for men; 11% pay the same for men and women

Office for National Statistics (ONS) April 2017 Survey – in 1997 the mean gender pay gap between men and women for full time workers was 17.4%; this fell in 2011 to 10.5%; and fell again to 9.1% in 2017.

Annual Survey of Hours and Earnings (ASHE) April 2016 – 16.3% median gender pay gap within public sector (18.1% for all industries and sectors)

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HR

1 March 2018