

Gender Pay Gap Report

2017/2018

Under new legislation that came into effect in April 2017, UK employers with over 250 employees are required to publish their gender pay gap. The gender pay gap is a mathematical indicator of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is different from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

Tendring District Council is confident that as a result of regular analysis and monitoring, we meet our equal pay obligations. This includes ensuring that all officers are paid fairly, have equal access to jobs and that employment practices are supportive of families and work life balance.

Our gender pay gap figures have been calculated in line with the regulations set out in the gender pay gap reporting legislation. This also requires the publication of bonus pay details; however, this does not apply to Tendring as the Council does not operate bonus schemes for any officers.

We are pleased to report that our gender pay gap is significantly lower than the UK average of **18%**. An overview of Tendring's pay gap figures:-

| Differences between gross hourly earnings for men and women | |
|---|--------|
| MEAN | MEDIAN |
| 5.2% | 13.6% |

MEAN

The Female mean hourly rate is 5.2% higher than the Male mean Hourly Rate

MEDIAN

The Female median hourly rate is 13.6% higher than the Male median Hourly Rate

The analysis of our gender pay gap figures tells us the following:-

In the lower quartile (Q1) we have a healthy ratio of male and females, with a slight bias towards males.

In the lower middle quartile (Q2), we have achieved virtual gender parity with a slight bias towards females.

In the upper middle quartile (Q3), which comprises our part qualified professionals and technicians, we have strong female representation.

In the upper quartile (Q4), which comprises both our non-senior and senior management, again we have a healthy ratio of male and females with a slight bias towards females.

Moving forward the Council's pay gap will be kept under review and if any substantial gaps are determined as the Council interprets data; an action plan will be prepared.

