

Gender Pay Gap Report

2018/2019

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 at the time of writing, Tendring District Council's figures demonstrate that our gender pay gap is significantly lower than the UK average of **17.9%**. An overview of Tendring's pay gap figures:-

Differences between gross hourly earnings for men and women	
MEAN	MEDIAN
£0.30	£0.87

MEAN

The male mean hourly rate is 2.45% higher than the female mean hourly rate

MEDIAN

The female median hourly rate is 8.90% higher than the male median hourly rate

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

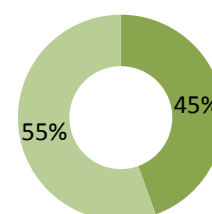
The ratio of male to female employees within each quartile is representative of the overall male to female ratio for the organisation of which 43% of employees are male and 57% are female.

This shows there is no material disparity at each pay level within the organisation.

A breakdown of each quartile is shown on this page.

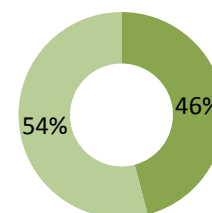
In the upper quartile (Q4), which comprises both our non-senior and senior management, the ratio of males to females is representative of the overall gender balance in the organisation.

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



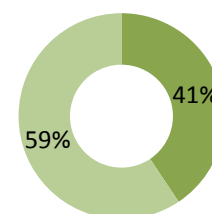
Quartile 1

■ Male
■ Female



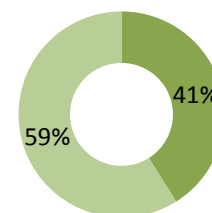
Quartile 2

■ Male
■ Female



Quartile 3

■ Male
■ Female



Quartile 4

■ Male
■ Female