

Gender Pay Report (31 March 2018)

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.

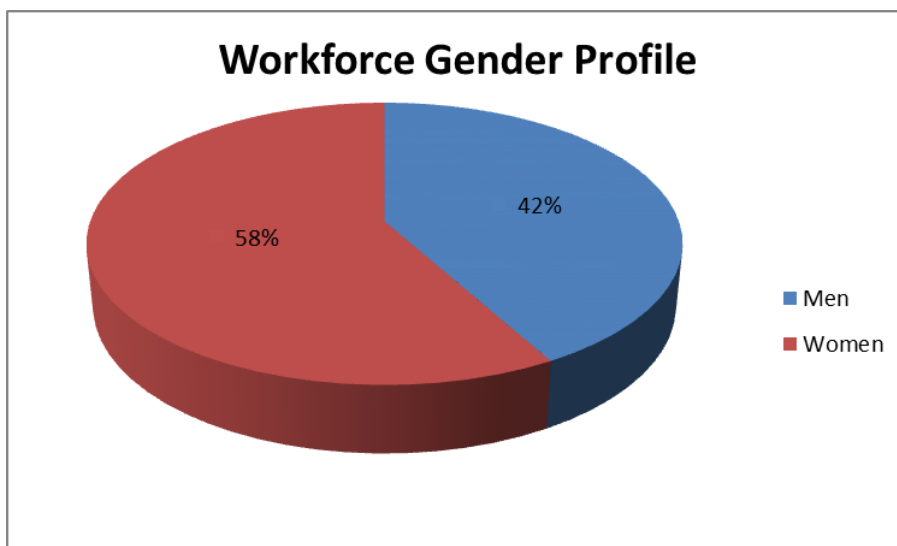
- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

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

2 SDC Data

2.1 The SDC 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 Gender Profile



2.3 Mean and Median Gender Pay Gap

	2018	2017
Mean Gender Pay Gap	17.45%	20.59%
Median Gender Pay Gap	15.99%	26.24%

2.4 Pay Quartiles

SDC Pay Quartiles by Gender		2018	2017
Lower Quartile	Male	34.72%	24.64%
	Female	65.28%	75.26%
Lower Middle Quartile	Male	24.66%	29.85%
	Female	75.34%	70.15%
Upper Middle Quartile	Male	45.83%	43.28%
	Female	54.17%	56.72%
Upper Quartile	Male	62.16%	69.12%
	Female	37.84%	30.88%

In all but the upper middle quartile the proportion of females has increased since the 2017 analysis.

2.5 Bonus Gender Pay Gap

During 2017/17 SDC introduced an in-service long service award scheme which is classed as a 'bonus' by the regulations.

	2018	2017
Mean Bonus Gender Pay Gap	0.16%	n/a
Median Bonus Gender Pay Gap	0%	n/a

2.6 Proportion of Males and Females receiving a Bonus

	2018	2017
Males Receiving a Bonus	17.21%	n/a
Females Receiving a Bonus	14.20%	n/a

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.

SDC 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 it:

- operates job evaluation methodology to grade all jobs, using the National Joint Council 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 SDC are therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its 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.

4 Benchmarking

4.1.1 The following table identifies comparable information in order to provide a benchmark for the SDC figures.

Gender Pay Reporting (Figure 1)			
2018 ONS Annual Survey of Hours and Earnings (provisional)			
	SDC (31 March 2018)	Public Sector	West Midlands Public Sector
Mean Gender Pay Gap	17.45%	17.5%	17.3%
Median Gender Pay Gap	15.99%	19.0%	23.3%