



Stratford-on-Avon District Council

Gender Pay Gap Report 2019

What are we required to report on?

Public sector employers are required to publish information about gender pay gaps by 31st March 2020. We must report on 6 metrics:

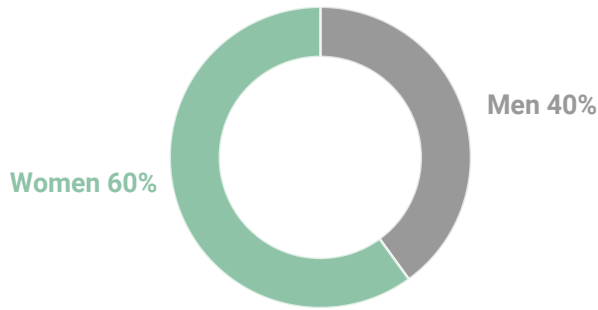
Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees
Median gender pay gap	The difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees
Mean bonus gap	The difference between the mean bonus paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Stratford-on-Avon District Council has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic). In order to achieve this it:

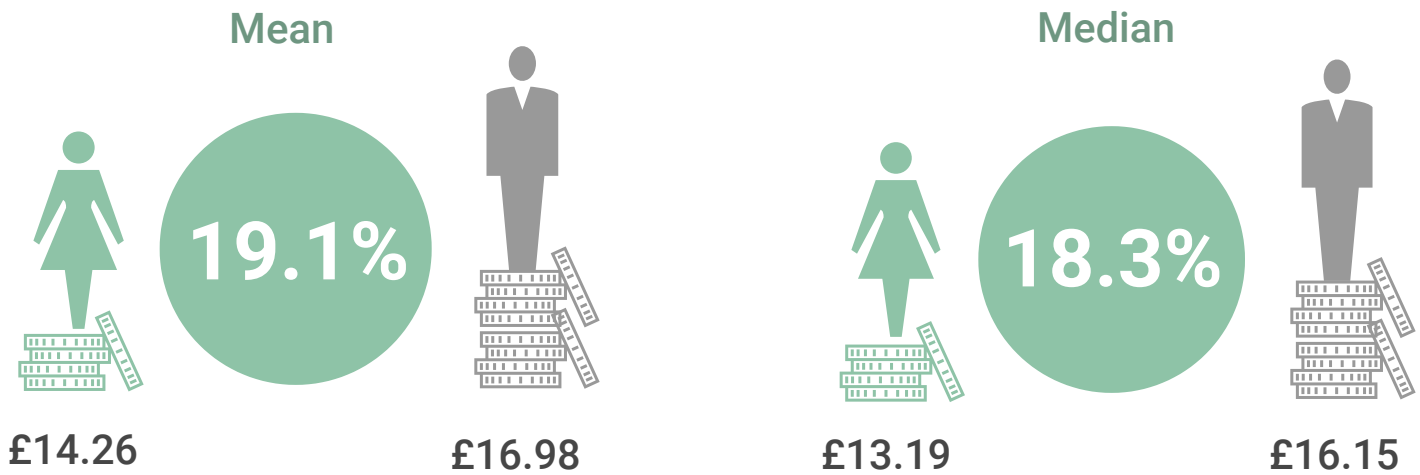
- operates job evaluation methodology to grade all jobs, using national Joint Council job Evaluation Scheme to ensure that jobs are paid fairly;
- ensures that allowances are awarded fairly and consistently across the Council
- re-evaluates job roles and pay grades as necessary to ensure a fair structure

Workforce composition

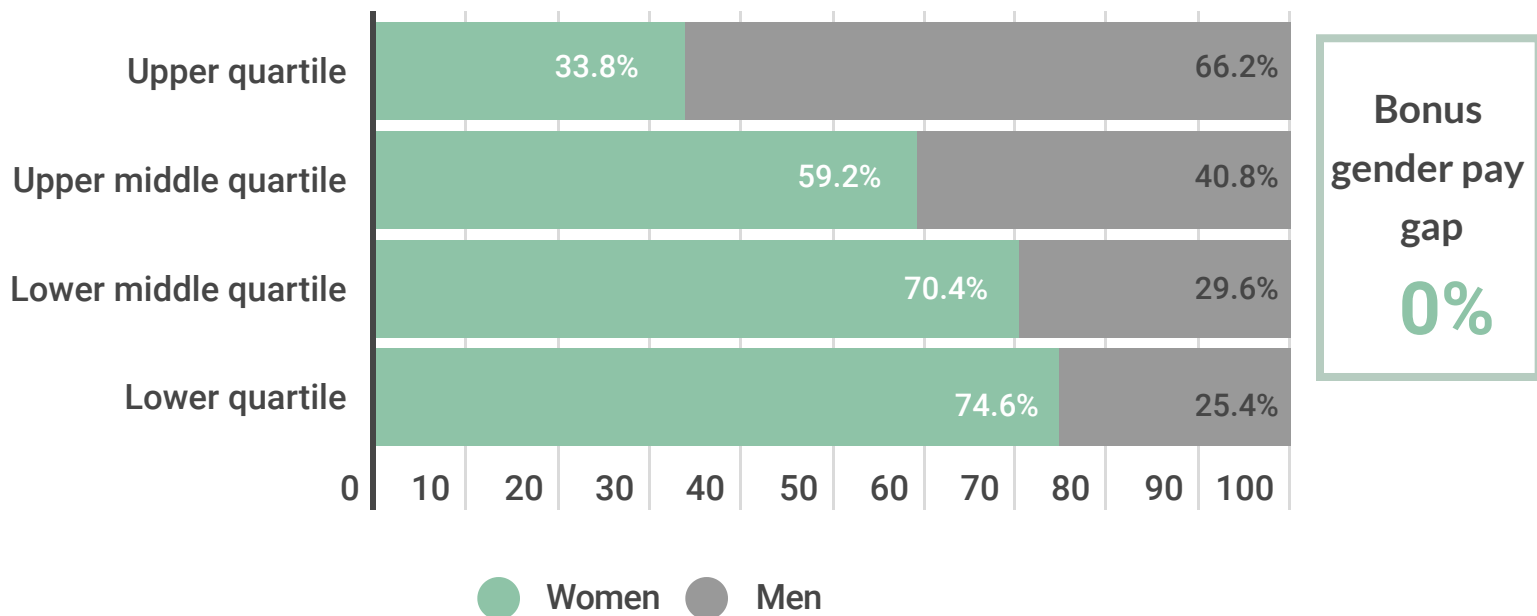


Gender pay gap 31st March 2019

Average hourly rate of pay and the % difference between



Pay quartiles



SDC are confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is as a result of the roles in which men and women undertake within the Council and the salaries that these roles attract.

SDC have taken positive steps to attract women into more senior roles, including ensuring that job descriptions are free from gender-bias, and encouraging applications from women.