

Gender Pay Gap Report

Data as at 31 March 2017

1. Introduction

Gloucestershire County Council (the 'Council') is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31st March 2017. We are required to publish the results on our own website and a government website.

Gloucestershire County Council has a mean (average) gender pay gap of 8.9% and a median (mid-point) gender pay gap of 12.6%. For comparison the UK's median gender pay gap is 13.1% for full time employees for the public sector, as reported by the Office of National Statistics so the Council's performance is slightly better than the average.

Figures on page three of this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The gender pay gap shows the difference in the average earnings between all men and women in our organisation. The mean (average) gender pay gap is the difference between the mean hourly rate of pay of 'full-pay relevant employees' and that of female 'full-pay relevant employees'. The median (mid-point) gender pay gap is the difference between the median hourly rate of pay of male 'full-pay relevant employees' and that of female 'full-pay relevant employees'. No bonuses were paid and therefore there is nothing to report on this.

2. Equal pay: the legal requirements

Under the law, 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.

Equal pay is about the difference in actual earnings of men and women doing equal work (i.e. the Equality Act 2010 requires women and men to be paid at the same grade/rate if they are employed on equal work). The Council is an 'equal pay employer' and is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It 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).

To ensure equal pay the Council uses job evaluation (JE) to determine the rates of pay for all posts. JE is a method of determining, on a systematic basis, the relative importance of a number of different jobs. The Council uses two well recognised JE schemes namely, Greater London Provincial Council (GLPC) for grades B to L and HAY for chief officer jobs.

Both the GLPC and HAY JE schemes have been designed to ensure there is no gender bias in any of the job-related factors that they measure. We are therefore confident that the rates of pay we set for jobs within the Council are fully consistent with equal pay requirements.

3. The gender pay gap

The figures show that Gloucestershire County Council has a mean (average) gender pay gap of 8.9% and a median (mid-point) gender pay gap of 12.6%.

It should be noted that the gender pay gap arises from the fact that a greater percentage of women are employed in the lower two quartiles (i.e. women comprise 78% and 74% respectively of employees in these two quartiles) when compared to the upper two quartiles. To further illustrate the position the charts on page three of the report show the gender distribution across the Council in the four hourly-pay quartiles. For example, within the upper middle quartile 41% of employees are men and 59% women.

Overall, the Council's workforce comprises 68% women and 32% men and there is no pay quartile within the Council in which men have a higher proportional representation than women.

To encourage woman to work at all levels in the Council, we continue to offer a diverse and inclusive work environment. We offer a range of opportunities to work flexibly and actively promote these to all employees. These include the following flexible working practices and family friendly policies:

- Flexible Working Hours Scheme
- Right to Request Flexible working
- Job Sharing
- Compressed Hours
- Term Time Working
- Office, Mobile and Remote Working
- Voluntary Reduction to Working Hours
- Voluntary Purchase of Additional Leave

In summary, women are well represented across all grades, including 63% at senior management level. We view this as a strong indication of the effectiveness of the Council's commitment to equality of opportunity in employment and illustrative of the fact that women have the same opportunity as men to progress to senior levels in the organisation. Over the next year, as well as refreshing the data, we will explore any further action that will reduce the gender pay gap further.

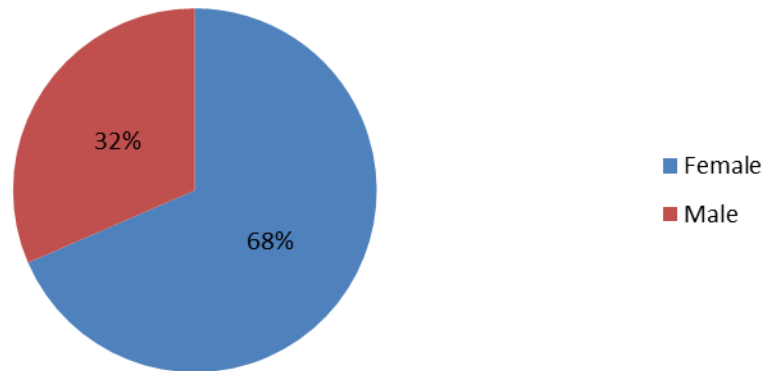
Gender Pay Gap and % gender split for GCC
All data as at 31 March 2017

The mean gender pay gap = 8.9%

The median gender pay gap = 12.6%

Proportion of male and female employees		
Gender	Count	Percentage
Female	2346	68%
Male	1079	32%
TOTAL	3425	100%

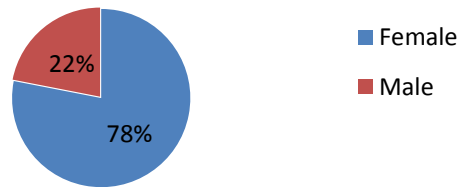
**% of male & female employees at GCC at 31st
March 2017**



Gender split by pay quartile

Lower Quartile		
Gender	Count	Percentage
Female	669	78%
Male	188	22%
Grand Total	857	100%

Lower Quartile - % of male and female employees



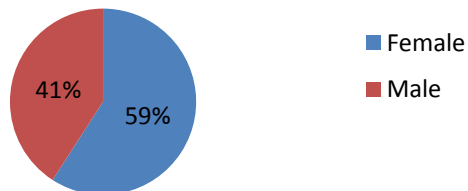
Lower Middle Quartile		
Gender	Count	Percentage
Female	630	74%
Male	226	26%
Grand Total	856	100%

Lower Middle Quartile - % of male & female employees



Upper Middle Quartile		
Gender	Count	Percentage
Female	506	59%
Male	350	41%
Grand Total	856	100%

Upper Middle Quartile - % of male & female employees



Upper Quartile		
Gender	Count	Percentage
Female	541	63%
Male	316	37%
Grand Total	857	100%

Upper Quartile - % of male and female employees

