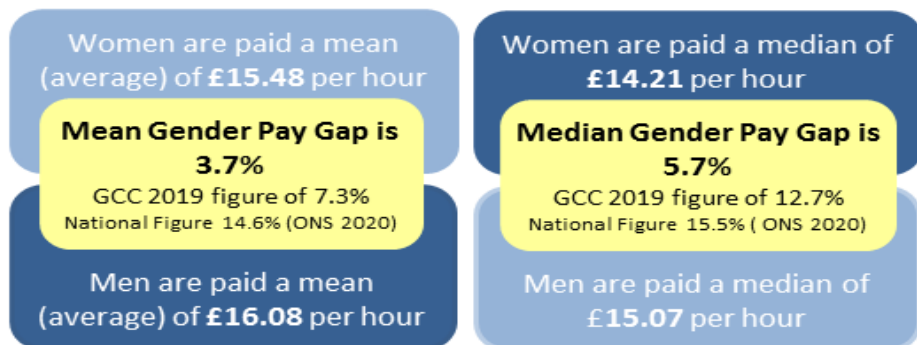
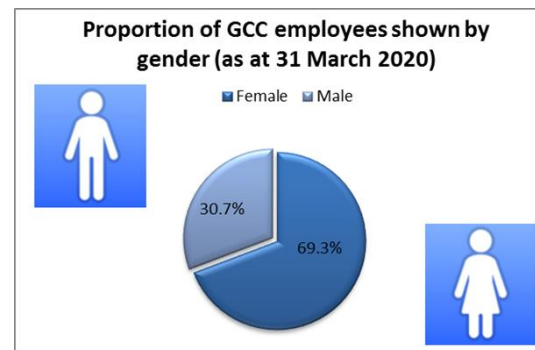


# GCC Gender Pay Gap 2020 Data Overview

## Gender Pay Gap 2020



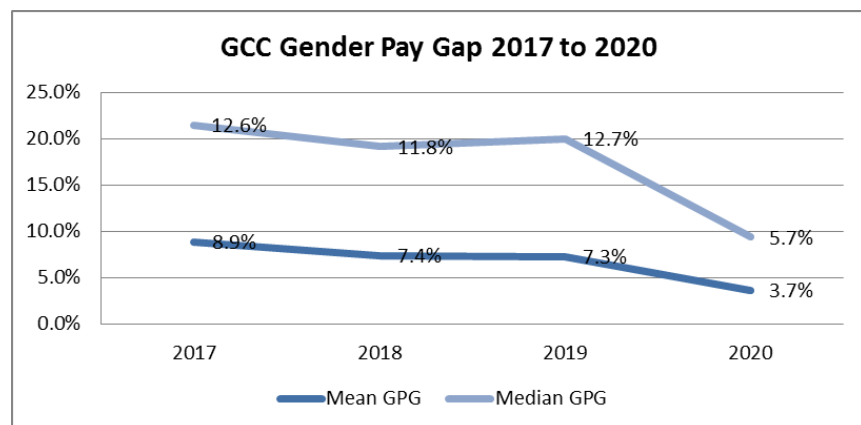
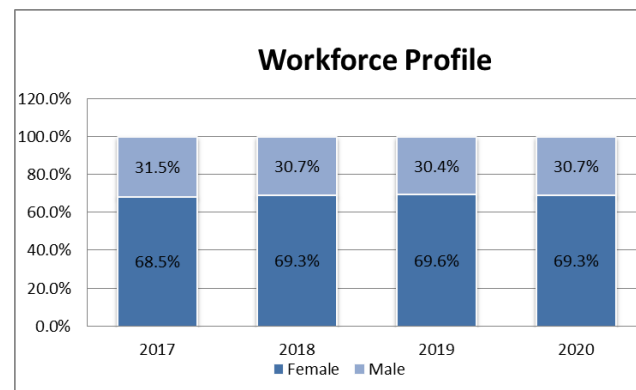
## Workforce Profile 2020



## Gender Pay Gap: by year

	Mar-17	Mar-18	Mar-19	Oct-19	Mar-20
Mean GPG	8.9%	7.4%	7.3%	5.6%	3.7%
Median GPG	12.6%	11.8%	12.7%	7.3%	5.7%
Mean Pay Female	£13.65	£13.59	£14.19	£16.30	£15.48
Mean Pay Male	£14.98	£14.67	£15.30	£17.26	£16.08
Median Pay Female	£12.40	£12.52	£12.77	£15.15	£14.21
Median Pay Male	£14.19	£14.19	£14.62	£16.34	£15.07

## Work Profile: by year



## Workforce Profile: full time/part time

Gender	Female		Male	
	Number	Female%	Number	Male %
Full time	1822	63.8%	1033	36.2%
Part time	1086	80.8%	258	19.2%
<b>Total</b>	<b>2908</b>	<b>69.3%</b>	<b>1291</b>	<b>30.7%</b>

\*part time is defined as working less than 30 hours per week

## GCC Gender Pay Gap 2020 Data Overview

### Pay Quartiles: by year

The Lower and Upper quartile pay ranges have remained fairly similar however will differ slightly due to national pay increases and staffing differences. The reported figures for 2020 do show an increase on the 2019 reported figures.

Quartile	2017		2018		2019		2020	
	Pay range per quartile	Number of staff	Pay range per quartile	Number of staff	Pay range per quartile	Number of staff	Pay range per quartile	Number of staff
Lower	£4.66 - £9.61	857	£4.66 - £9.71	924	£4.66 - £10.30	962	£4.66 - £11.24	1050
Lower middle	£9.61 - £13.31	856	£9.71 - £12.93	923	£10.30 - £13.35	962	£11.24 - £14.52	1050
Upper middle	£13.31 - £16.21	856	£12.93 - £16.37	923	£13.35 - £16.70	963	£14.52 - £17.62	1050
Upper	£16.21 - £84.36	857	£16.37 - £85.20	923	£16.70 - £86.91	962	£17.63 - £88.64	1049
<b>Overall</b>	<b>£4.66 - £84.36</b>	<b>3426</b>	<b>£4.66 - £85.20</b>	<b>3693</b>	<b>£4.66 - £86.91</b>	<b>3849</b>	<b>£4.66 - £88.64</b>	<b>4199</b>

### Pay Quartiles: Mean pay by year and gender

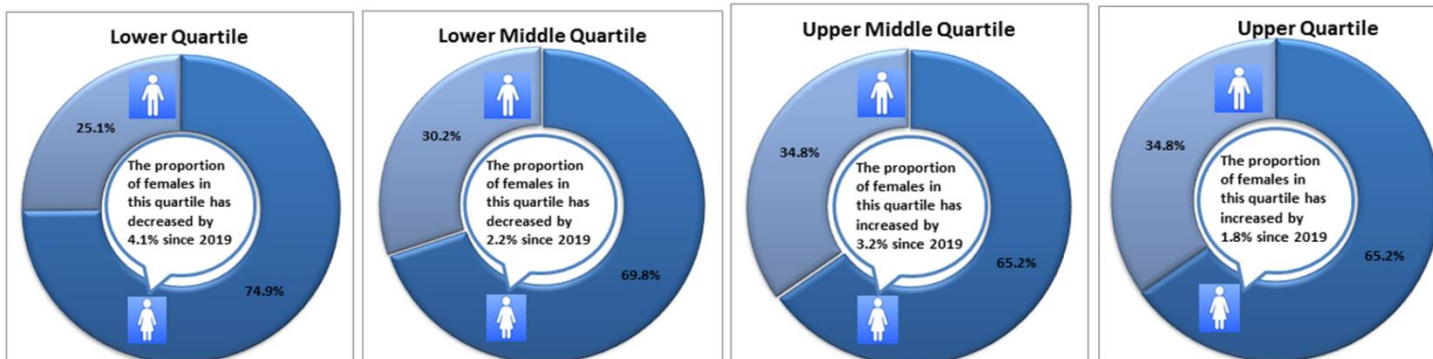
Quartile	Mean Hourly Rate by quartile					
	2018		2019		2020	
	Female	Male	Female	Male	Female	Male
Lower	£8.97	£8.53	£9.52	£9.19	£10.15	£9.79
Lower Middle	£11.16	£11.24	£11.79	£11.83	£12.95	£12.92
Upper Middle	£14.41	£14.50	£15.04	£14.99	£16.00	£15.91
Upper	£21.03	£21.48	£21.70	£22.12	£23.57	£23.97

### Pay Quartiles: Median pay by year and gender

Quartile	Median Hourly Rate by quartile					
	2018		2019		2020	
	Female	Male	Female	Male	Female	Male
Lower	£9.21	£8.55	£9.67	£9.31	£10.14	£10.13
Lower Middle	£11.02	£11.21	£11.60	£11.43	£13.20	£13.10
Upper Middle	£14.33	£14.34	£14.62	£14.63	£15.81	£15.43
Upper	£19.44	£19.43	£20.20	£20.20	£22.11	£22.11

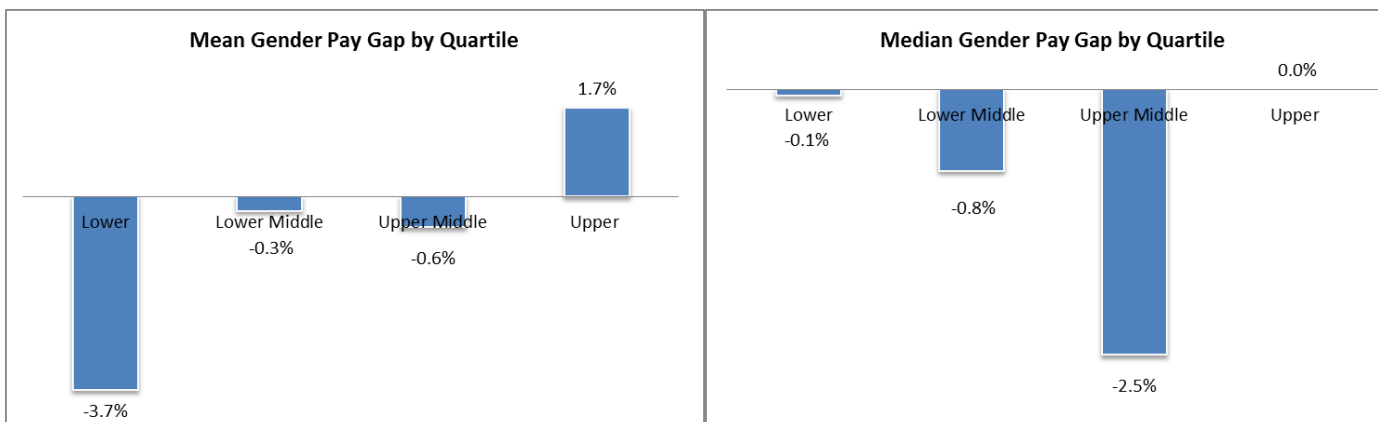
# GCC Gender Pay Gap 2020 Data Overview

## Pay Quartiles 2020: Proportion of male and female staff in each quartile



## Pay Quartiles by year: Proportion of male and female staff in each quartile

Quartile	2017		2018		2019		2020	
	Female	Male	Female	Male	Female	Male	Female	Male
Lower	78.0%	22.0%	77.0%	23.0%	79.0%	21.0%	74.9%	25.1%
Lower Middle	74.0%	26.0%	73.0%	27.0%	72.0%	28.0%	69.8%	30.2%
Upper Middle	59.0%	41.0%	63.0%	37.0%	62.0%	38.0%	65.2%	34.8%
Upper	63.0%	37.0%	65.0%	35.0%	65.3%	34.7%	67.1%	32.9%
<b>Total</b>	<b>68.0%</b>	<b>32.0%</b>	<b>69.0%</b>	<b>31.0%</b>	<b>69.6%</b>	<b>30.4%</b>	<b>69.3%</b>	<b>30.7%</b>



# GCC Gender Pay Gap 2020 Data Overview

## Breakdown of Full Pay relevant staff included in GPG

Breakdown of full pay relevant staff	2017		2018		2019		2020	
	Number of staff	% of total	Number of staff	% of total	Number of staff	% of total	Number of staff	% of total
Basic pay	2851	83.2%	2898	78.5%	2629	68.3%	2271	54.1%
Basic pay plus additional allowance(s)*	103	3.0%	42	1.1%	460	12.0%	1,043	24.8%
Term Time Only	59	1.7%	58	1.6%	64	1.7%	87	2.1%
Salary sacrifice	397	11.6%	448	12.1%	436	11.3%	418	10.0%
Casual employee**	16	0.5%	247	6.7%	260	6.8%	380	9.0%
<b>Total</b>	<b>3426</b>		<b>3693</b>		<b>3849</b>		<b>4199</b>	

\*Additional allowances - e.g. honorariums, long service, welcome payment, retention payment, other allowances specific to role.

\*\* 12 week calculation of pay

## Gender Pay Gap Starters & Leavers

