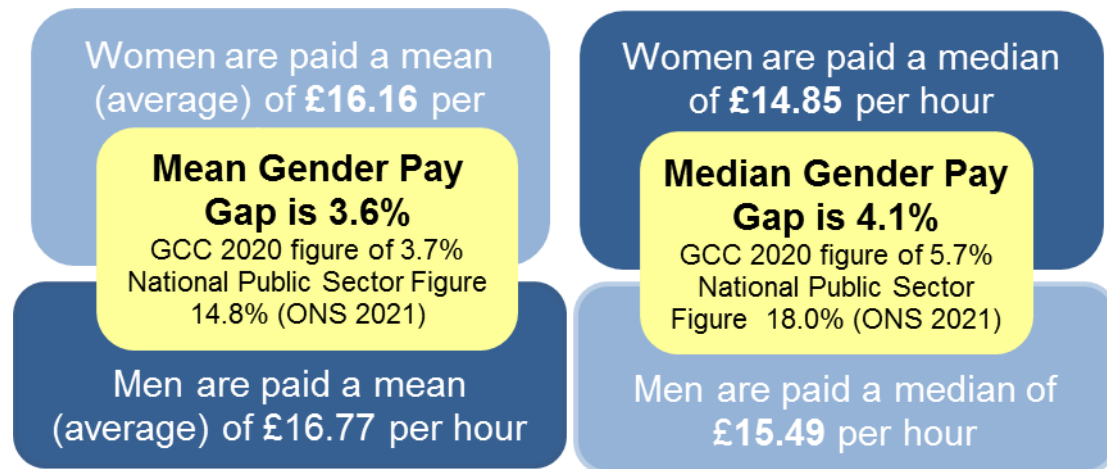
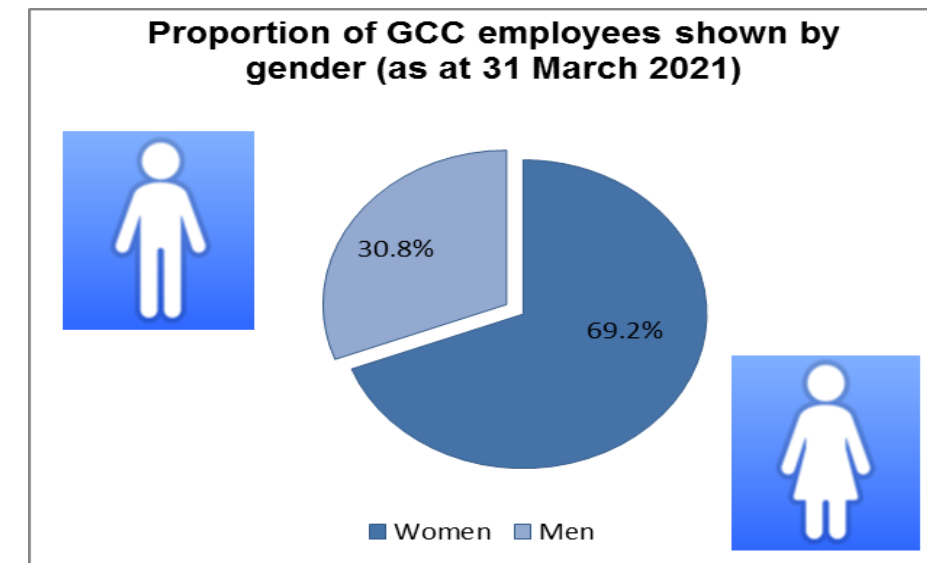


# GCC Gender Pay Gap 2021: Data Overview

## Gender Pay Gap 2021



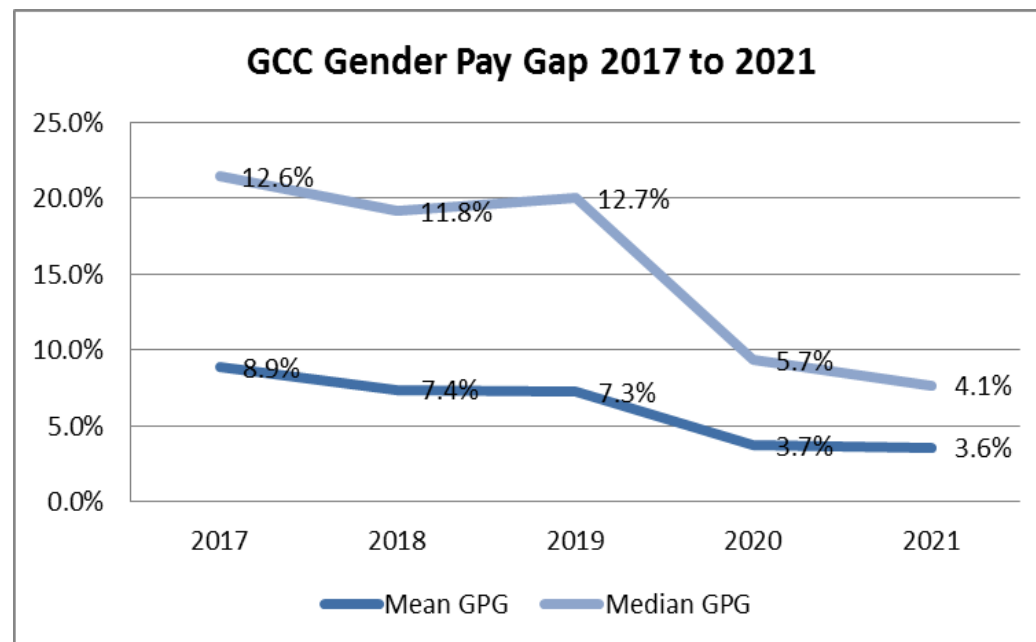
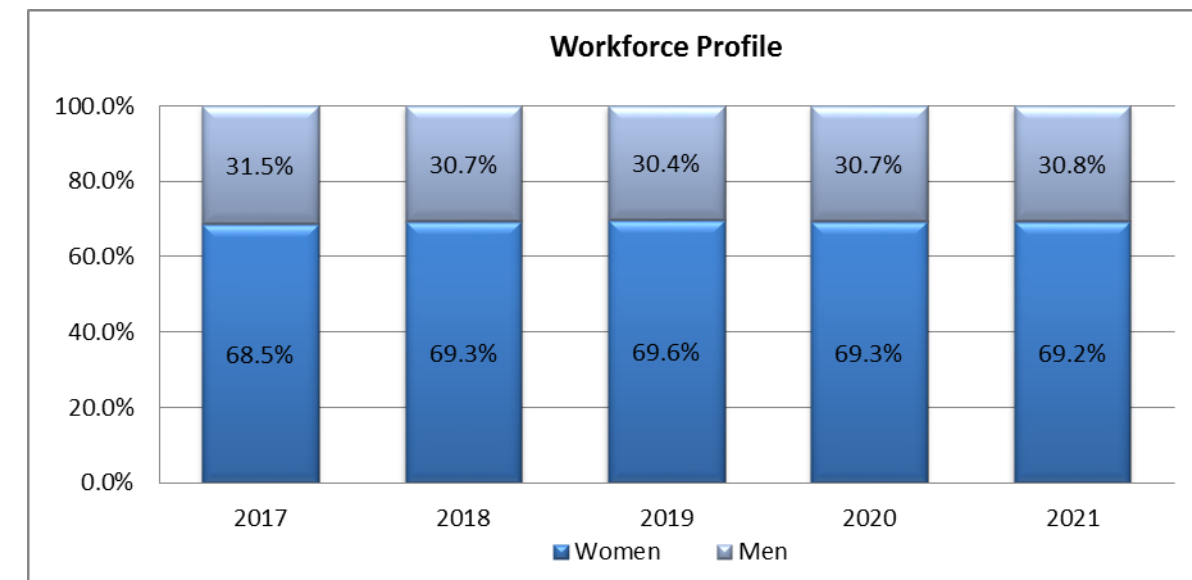
## Workforce Profile 2021



## Gender Pay Gap: by year

	Mar-17	Mar-18	Mar-19	Oct-19	Mar-20	Mar-21
<b>Mean GPG</b>	8.9%	7.4%	7.3%	5.6%	3.7%	3.6%
<b>Median GPG</b>	12.6%	11.8%	12.7%	7.3%	5.7%	4.1%
Mean Pay Women	£13.65	£13.59	£14.19	£16.30	£15.48	£16.16
Mean Pay Men	£14.98	£14.67	£15.30	£17.26	£16.08	£16.77
Median Pay Women	£12.40	£12.52	£12.77	£15.15	£14.21	£14.85
Median Pay Men	£14.19	£14.19	£14.62	£16.34	£15.07	£15.49

## Work Profile: by year



## Workforce Profile: full time/part time

Gender	2021			
	Women		Men	
	Number	%	Number	%
Full time	1929	64.3%	1073	35.7%
Part time	1088	80.2%	269	19.8%
<b>Total</b>	<b>3017</b>	<b>69.2%</b>	<b>1342</b>	<b>30.8%</b>

## GCC Gender Pay Gap 2021: Data Overview

### Pay Quartiles: by year

Quartile	2017		2018		2019		2020		2021	
	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	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	£4.14 - £11.99	1090
Lower middle	£9.61 - £13.31	856	£9.71 - £12.93	923	£10.30 - £13.35	962	£11.24 - £14.52	1050	£11.99 - £15.32	1090
Upper middle	£13.31 - £16.21	856	£12.93 - £16.37	923	£13.35 - £16.70	963	£14.52 - £17.62	1050	£15.32 - £18.52	1090
Upper	£16.21 - £84.36	857	£16.37 - £85.20	923	£16.70 - £86.91	962	£17.63 - £88.64	1049	£18.52 - £91.08	1089
<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>	<b>£4.14 - £91.08</b>	<b>4359</b>

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

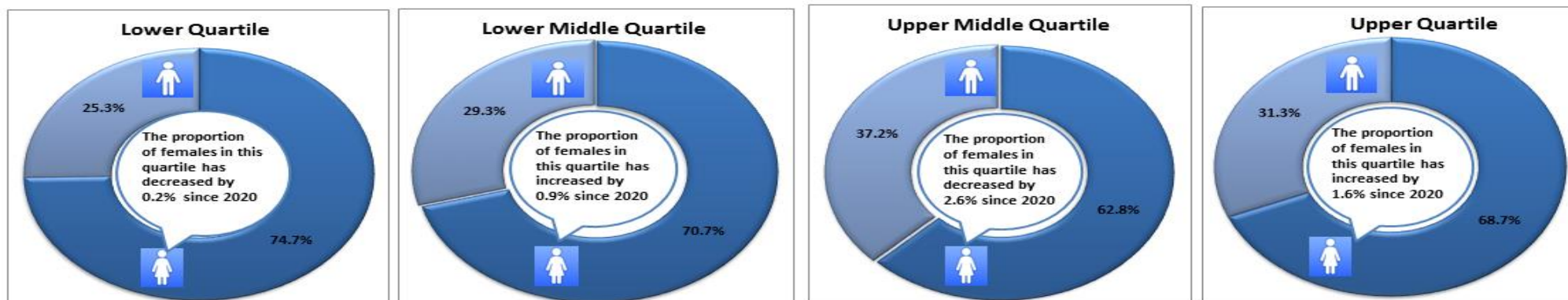
Quartile	2018		2019		2020		2021	
	Women	Men	Women	Men	Women	Men	Women	Men
Lower	£8.97	£8.53	£9.52	£9.19	£10.15	£9.79	£10.66	£10.38
Lower Middle	£11.16	£11.24	£11.79	£11.83	£12.95	£12.92	£13.52	£13.45
Upper Middle	£14.41	£14.50	£15.04	£14.99	£16.00	£15.91	£16.71	£16.60
Upper	£21.03	£21.48	£21.70	£22.12	£23.57	£23.97	£24.35	£25.25

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

Quartile	2018		2019		2020		2021	
	Women	Men	Women	Men	Women	Men	Women	Men
Lower	£9.21	£8.55	£9.67	£9.31	£10.14	£10.13	£10.82	£10.62
Lower Middle	£11.02	£11.21	£11.60	£11.43	£13.20	£13.10	£13.73	£13.46
Upper Middle	£14.33	£14.34	£14.62	£14.63	£15.81	£15.43	£16.55	£16.24
Upper	£19.44	£19.43	£20.20	£20.20	£22.11	£22.11	£22.73	£23.23

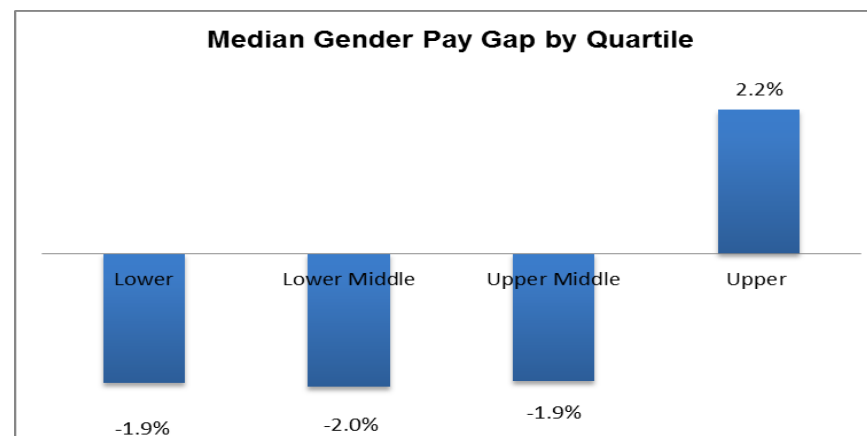
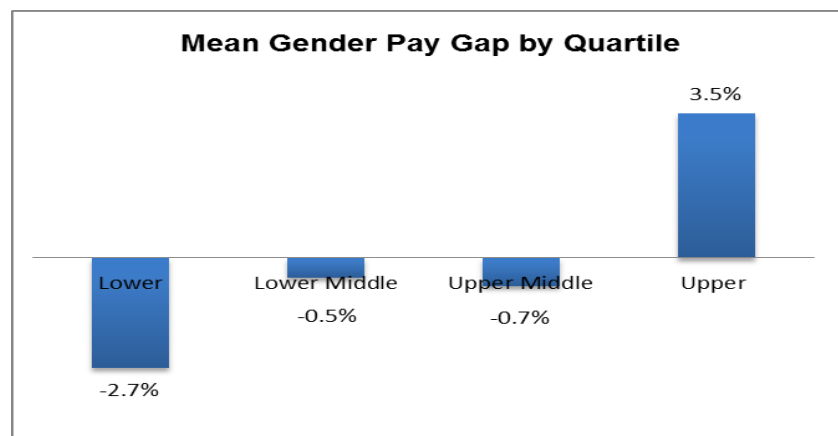
# GCC Gender Pay Gap 2021: Data Overview

## Pay Quartiles 2021: Proportion of men and women in each quartile



## Pay Quartiles by year: Proportion of women and men in each quartile

Quartile	2017		2018		2019		2020		2021	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Lower	78.0%	22.0%	77.0%	23.0%	79.0%	21.0%	74.9%	25.1%	74.7%	25.3%
Lower Middle	74.0%	26.0%	73.0%	27.0%	72.0%	28.0%	69.8%	30.2%	70.7%	29.3%
Upper Middle	59.0%	41.0%	63.0%	37.0%	62.0%	38.0%	65.2%	34.8%	62.8%	37.2%
Upper	63.0%	37.0%	65.0%	35.0%	65.3%	34.7%	67.1%	32.9%	68.7%	31.3%
<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>	<b>69.2%</b>	<b>30.8%</b>



# GCC Gender Pay Gap 2021: Data Overview

## Breakdown of Full Pay relevant staff included in GPG

Breakdown of full pay relevant staff	2017		2018		2019		2020		2021	
	Number of staff	% of total	Number of staff	% of total	Number of staff	% of total	Number of staff	% of total	Number of staff	% of total
Basic pay	2833	82.7%	2898	78.47%	2663	69.19%	2271	54.1%	2534	58.13%
Basic pay plus additional allowance(s)*	125	3.6%	33	0.89%	452	11.74%	1,043	24.8%	930	21.34%
Basic Pay plus additional allowance(s) and Salary Sacrifice	15	0.4%	9	0.24%	7	0.18%	40	1.0%	61	1.40%
Basic Pay and Salary Sacrifice	377	11.0%	448	12.13%	404	10.50%	378	9.0%	394	9.04%
Term Time Only staff	59	1.7%	58	1.57%	58	1.51%	83	2.0%	75	1.72%
Term Time Only staff with additional allowance(s)	0	0.0%	0	0.00%	1	0.03%	1	0.0%	0	0.00%
Term Time Only staff with Salary Sacrifice	0	0.0%	0	0.00%	3	0.08%	3	0.1%	0	0.00%
Casual employee basic pay**	16	0.5%	247	6.69%	261	6.78%	327	7.8%	360	8.26%
Casual employee basic pay and additional allowance	0	0.0%	0	0.00%	0	0.00%	53	1.3%	5	0.11%
<b>Total</b>	<b>3426</b>		<b>3693</b>		<b>3849</b>		<b>4199</b>		<b>4359</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

