

Gender Pay Gap Report

Data as at 31 March 2017

1. Introduction

Gloucester City Council is required by law to publish an annual Gender Pay Gap Report. This report is published both on the City Council's website and on a government website. This is the City Council's Gender Pay Gap Report for the snapshot date of 31 March 2017.

The figures shown within Appendix 1 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 mean (also commonly referred to as average) earnings between all men and women in the organisation. The mean gender pay gap is calculated as the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The report also shows the median (or mid-point) gender pay gap, which is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. Please note that no bonuses were paid to City Council employees.

2. Equal Pay

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.

Gloucester City 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. Gloucester City Council evaluates job roles and pay grades using a robust job evaluation process, which ensures that there is no gender bias in any of the job-related factors measured, and ensures that it pays all employees equally for the same or equivalent work or work of equal value.

3. The Gender Pay Gap for Gloucester City Council

Appendix 1 shows that Gloucester City Council has a mean (average) gender pay gap of 13.5% and a median (mid-point) pay gap of 9.6%. This takes us slightly above the gender pay gap for the public sector, which is 13.1% as reported by the Office for National Statistics.

61% of City Council employees are female and 39% of employees are male. The report illustrates the proportion of male and female employees across four pay quartiles and shows that within the upper middle and upper pay quartiles respectively, 57% and 54% of employees within those particular pay quartiles are women. The report further shows that 54% of senior managers represented by the upper pay quartile are women. This includes representation at Director level and demonstrates a good balance of gender at the senior level senior level within the City Council.

Gloucester City Council is committed to ensuring and promoting equality of opportunity in an inclusive working environment. We actively promote and facilitate a wide range of flexible working and family friendly policies and practices. These include but are not limited to:

- The facilitation of remote, mobile and home working
- A Flexible Working Hours Scheme
- A Flexible Working Policy covering working arrangements including but not limited to part-time hours, compressed hours, job-share arrangements and term-time only hours
- The ability to voluntarily purchase additional annual leave

We are further committed to reviewing such family friendly policies and practices on a regular basis to ensure that they continue to facilitate an inclusive working environment for all our staff and are committed to actively exploring positive measures to reduce our gender pay gap further.

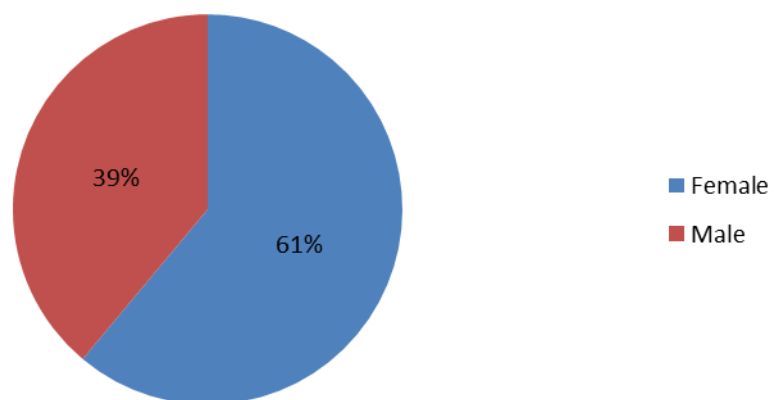
Gender Pay gap and % gender split for Gloucester City Council All data as at 31 March 2017

The mean gender pay gap = 13.5%

The median gender pay gap = 9.6%

Proportion of male and female employees		
Gender	Count	Percentage
Female	146	61%
Male	93	39%
TOTAL	239	100%

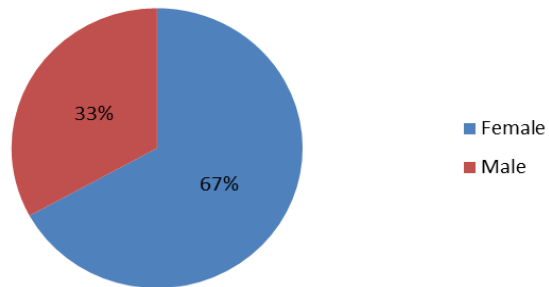
% of male & female employees at Gloucester City Council at 31st March 2017



Gender split by pay quartile

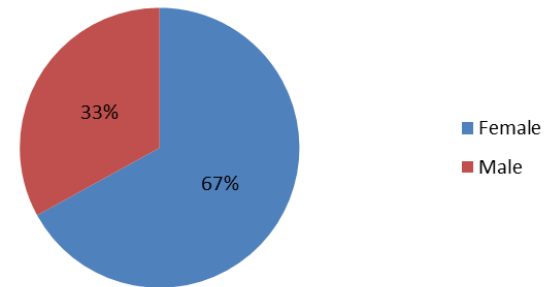
Lower Quartile		
Gender	Count	Percentage
Female	40	67%
Male	20	33%
Grand Total	60	100%

Lower Quartile - % of male & female employees



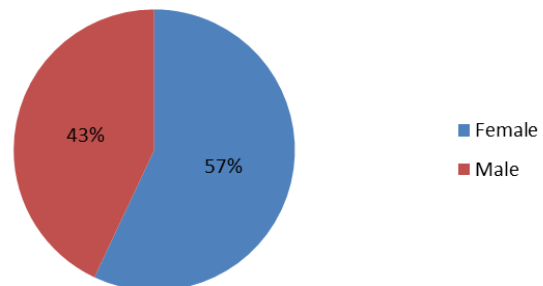
Lower Middle Quartile		
Gender	Count	Percentage
Female	40	67%
Male	20	33%
Grand Total	60	100%

Lower Middle Quartile - % of male & female employees



Upper Middle Quartile		
Gender	Count	Percentage
Female	34	57%
Male	26	43%
Grand Total	60	100%

Upper Middle Quartile - % of male & female employees



Upper Quartile		
Gender	Count	Percentage
Female	32	54%
Male	27	46%
Grand Total	59	100%

Upper Quartile - % of male and female employees

