

# Gender Pay Gap

STATEMENT 2020



On 31 March 2017, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force. These Regulations require public sector employers to publish gender pay information. This Statement sets out gender pay information for Bassetlaw District Council using the snapshot date of 31 March 2020.



**Bassetlaw**  
DISTRICT COUNCIL  
— North Nottinghamshire —

## Scope

This statement covers all employees of Bassetlaw District Council permanently and temporarily employed on 31 March 2020, including those on casual contracts that worked on or over that period.

## Definition Of Pay

The legislation is specific about the definition of “pay” which includes basic pay, allowances, pay for leave such as annual leave, sick leave, maternity, paternity, adoption and parental leave (except where an employee is paid less than usual because of being on leave), shift premium pay and bonus pay. “Pay” does not include overtime pay, expenses, the value of salary sacrifice schemes (however the reduction to salary is included), benefits in kind, redundancy or other termination pay and pay in lieu of leave.

## Reporting Requirements

The requirements are to publish:

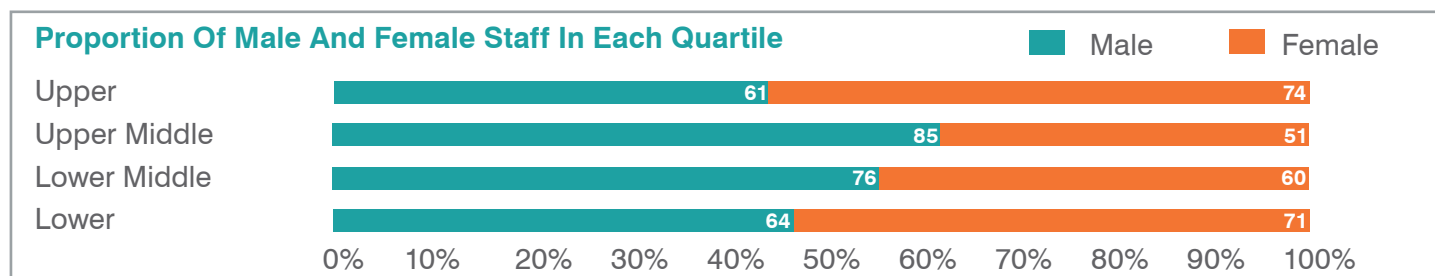
- 1 The difference between the **mean** hourly rate of pay for male and female employees;
- 2 The difference between the **median** hourly rate of pay for male and female employees;
- 3 The difference between the **mean bonuses** paid to male and female employees over the period of 12 months ending with the snapshot date of 31 March;
- 4 The difference between the **median bonuses** paid to male and female employees over the period of 12 months ending with the snapshot date of 31 March;
- 5 **The proportion of male employees, and female employees, who were paid bonuses** during the period of 12 months ending with the snapshot date of 31 March;
- 6 **The proportions of male and female employees in each quartile of the pay distribution**

## Gender Pay Information

- 1 **The mean gender pay gap** is -0.8%. This means that women are paid 0.8% more than men on average. The average is calculated by adding up the hourly rates of all men and all women and dividing by the total number of men and women.
- 2 **The median gender pay gap** is 0.3%. This means that when the hourly rates of all female and all male staff are put in order from smallest to largest, the middle rate for all female staff is 0.3% lower than the middle rate for all male staff.
- 3 **The difference between the mean bonuses paid to male and female employees** over the period of 12 months ending with the snapshot date of 31 March is 0%. No bonuses were paid to men or women during this period.
- 4 **The difference between the median bonuses paid to male and female employees** over the period of 12 months ending with the snapshot date of 31 March is 0%. No bonuses were paid to men or women during this period.
- 5 **The proportion of male employees, and female employees, who were paid bonuses** during the period of 12 months ending with the snapshot date of 31 March is 0. No bonuses were paid to men or women during this period.
- 6 **The proportions of male and female employees in each quartile of the pay distribution.**

Quartiles are determined by putting the hourly rates of all employees in order from lowest to highest, then splitting the list into four equal sections.

Quartiles				
	Lower	Lower Middle	Upper Middle	Upper
<b>Total staff</b>	<b>135</b>	<b>136</b>	<b>136</b>	<b>135</b>
<b>Male</b>	<b>64</b>	<b>76</b>	<b>85</b>	<b>61</b>
<b>Female</b>	<b>71</b>	<b>60</b>	<b>51</b>	<b>74</b>
<b>Proportion of Male</b>	<b>47.4%</b>	<b>55.9%</b>	<b>62.5%</b>	<b>45.2%</b>
<b>Proportion of Female</b>	<b>52.6%</b>	<b>44.1%</b>	<b>37.5%</b>	<b>54.8%</b>



## Analysis Of Data

The Council's gender pay gap information shows that the median pay gap of 0.3% is minimal in comparison and shows women's and men's pay to be virtually equal, as does the mean average at -0.8%. In contrast, the Office of the National Statistics (ONS) Annual Survey of Hours and Earnings 2020 results (which prefers to use the median pay calculation) reported that median pay for all employees nationally was **15.5% less for women than for men** at April 2020.

A comparison of the Council's mean, median and quartile data indicates that men and women are largely paid the same on average, but that there is a slightly greater proportion of women employed in jobs at the lower and the upper ends of the pay spectrum, and more men employed in the two middle quartiles.

The Council is committed to the principles of equality and equal treatment for all employees, and has clear procedures to ensure employees are paid equally for the same or equivalent work, regardless of gender or any other protected characteristic. The Authority has completed a review of pay and terms and conditions, the outcomes of which have been assessed to ensure the changes are not detrimental to a particular gender.

## Actions To Be Undertaken To Address The Gender Pay Gap

Although the gender pay gap is not significant and has decreased since the previous year, the Authority will continue to implement actions to ensure equality, including:

### Pay and Grading

A pay and grading review – implemented on 1 April 2020.

We will ensure that grades continue to be determined through objective analysis and job evaluation to maintain the integrity of the pay and grading system.

### Recruitment

We aim to recruit from the widest possible talent pool by advertising job vacancies widely, ensuring gender neutral language in job advertisements, and use of competency-based selection techniques to guard against unconscious bias in recruitment processes.

### Monitoring

We will monitor shifts in the gender pay gap data each year to identify any trends and analyse underlying causes.

# Contact us



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If you need any help communicating with us or understanding any of our documents, please contact us on **01909 533 533**.



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