



Gender pay gap statement – 2022

Introduction

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 2022.

Scope

This statement covers all employees of Bassetlaw District Council permanently and temporarily employed on 31 March 2022, 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:

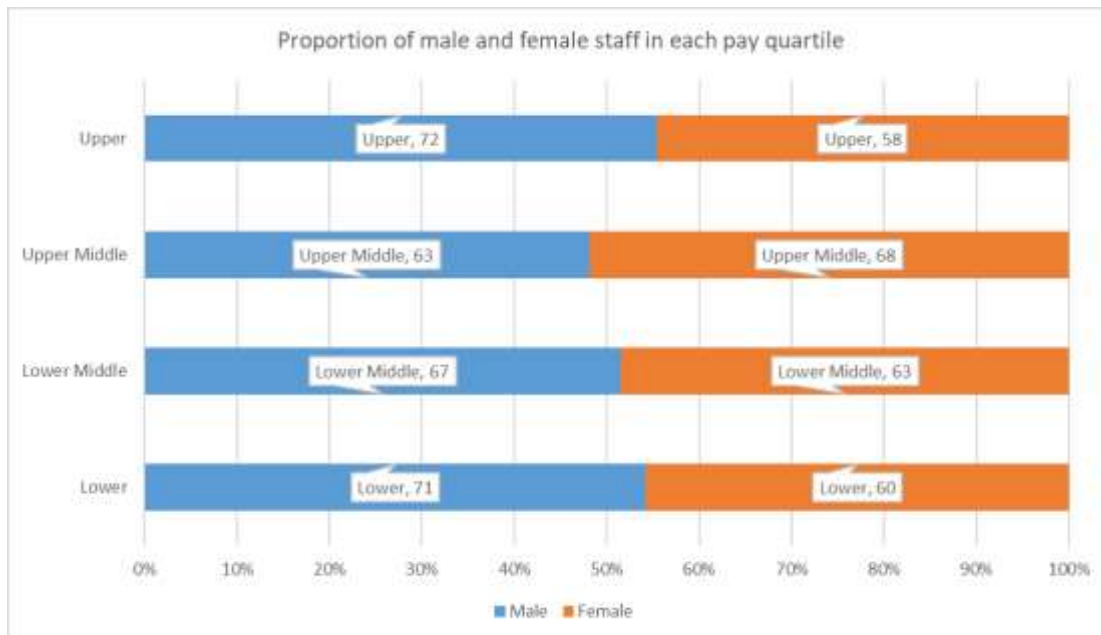
- 1 The difference between the **mean** hourly rate of pay for male and female employees;
- 2 The difference between the **median** hourly rate of pay for male and female employees;
- 3 The difference between the **mean bonuses** paid to male and female employees over the period of 12 months ending with 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 1.3%. This means that men are paid 1.3% more than women 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 -0.2%. 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 0.2% higher 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.

	Lower	Lower Middle	Upper Middle	Upper
Total staff	131	130	131	130
Male	71	67	63	72
Female	60	63	68	58
Proportion of Male	54.2%	51.5%	48.1%	55.4%
Proportion of Female	45.8%	48.5%	51.9%	44.6%



Analysis of data

A median pay gap of -0.2% shows almost no gender pay imbalance. This is in comparison to the Office of the National Statistics (ONS) Annual Survey of Hours and Earnings 2021 provisional results. This reported that median pay for all full time employees nationally was **7.8% less for women than for men, and for all part-time employees median pay was 2.9% more for women than for men** at April 2020 (this is the latest data available).¹

A comparison of the Council's mean pay gap indicates that the **average** pay of men is slightly higher than that for women. Looking at the quartile data, the Council's gender split of employees is 53% men and 47% women. Therefore it is expected that there would be proportionately a greater percentage of men than women in each quartile. However there is a slightly greater proportion of women employed in jobs at the upper middle quartile, which is a trend continued from the previous year. There are slightly fewer women employed in the upper quartile than there was last year (a drop from 47% to 44.6%).

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 the median is 0% this year, it is recognised that changes to the workforce will cause fluctuations in the data each year. As such the Authority will continue to implement actions to ensure equality, including:

Pay and Grading

¹ [Measures of employee earnings based on SOC 2020, UK - Office for National Statistics](#)

A pay and grading review was implemented on 1 April 2020 and therefore the information contained within this survey reflects new grades introduced from that date, which changed the pay for a large number of employees.

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.