

Gender Pay Gap Report

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1 Background

1.1 Gender Pay Gap Legislation and Requirements

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require all public sector employers with 250 or more employees to report their Gender Pay Gap annually as part of the existing public-sector equality duty. These regulations largely mirror the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which are relevant for private sector and voluntary employers.

Organisations are required to report on their Gender Pay Gap annually based on a 'snapshot' date, and publish results on a national Government website as well as the organisation's website. The 'snapshot' date for the public sector is 31st March each year and the Council is required to publish its gender pay gap information on the Dartford Borough Council website and on a Government website, no later than 30th March of the following year. Therefore, for the 'snapshot' date of March 2017, the findings must be published no later than 30th March 2018.

The Regulations clearly define the methodology for the Gender Pay Gap calculations and reporting guidelines and require employers to publish the following information:

- The difference in the mean pay of men and women, expressed as a percentage;
- The difference in the median pay of men and women, expressed as a percentage;
- The difference in mean bonus pay of men and women, expressed as a percentage;
- The difference in median bonus pay of men and women, expressed as a percentage;
- The proportion of men and women who received bonus pay; and
- The proportion of full-pay men and women in each of four quartile pay bands.

The Regulations detail how to carry out the calculations and these are based on how the ONS undertakes their calculations to allow for comparisons to be made nationally against the data.

1.2 Gender Pay Gap Reporting Purpose

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority and is expressed in terms of a comparison between males' and females' average hourly rates of pay. It is a broad measure, capturing any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority. It is not the same as equal pay, which means that there should be no difference in the contractual terms of a female and male doing equal work, who both work for the same employer.

The Office of National Statistics (ONS), basing its calculations on data from the Annual Survey of Hours and Earnings, put the overall gender pay gap for all employees in the UK in 2016 at a median of 18.1% i.e. women typically earned around one-fifth less than men. There were, however, significant differences within this. Some of the widest pay gaps are to be found in the finance and insurance industry and in education. There are also differences by occupation and age group, with the gender pay gap typically wider for occupations where women are under-represented, such as among chief executives, senior official and financial analysts.

1.3 Factors Affecting the Gender Pay Gap

The causes of the gender pay gap are many and varied and an employer that has completely eliminated unequal pay may still have a wide gender pay gap.

Social pressures and norms influence gender roles and often shape the types of occupations and career paths which men and women follow, and therefore their level of pay. Women are also more likely than men to work part-time and to take time out from their careers for family reasons which may slow the pace at which they typically progress to higher paid posts.

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2.1 Workforce Profile

During the pay period in which the 'snapshot' date of 31st March 2017 fell, there were 279 employees, made up of 175 females (62.72%) and 104 males (37.3%).

2.2 Mean Gender Pay Gap

The average mean hourly rate of pay for a male was £18.08. For a female the average mean hourly rate of pay was £13.89, which results in the Council's mean gender pay gap as a percentage of men's pay being 23.7%.

2.3 Median Gender Pay Gap

The average median hourly rate for a male was £16.73 and for a female, £12.07, resulting in the Council's median gender pay gap as a percentage of men's pay being 27.85%.

2.4 Bonus Pay Gap

The requirement to report on differences in bonus payments does not apply as the Council does not pay any bonus payments.

2.5 Quartile Pay Bands

The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands are set out in the table below:

	Number of Males	Number of Females	Total	Male %	Female %	Total %
Upper Quartile	51	28	79	64.6%	35.4%	100%
Upper Middle Quartile	31	49	80	38.3%	61.7%	100%
Lower Middle Quartile	18	62	80	22.5%	77.5%	100%
Lower Quartile	14	66	80	17.5%	82.5%	100%

2.6 Gender Pay Gap Summary

In order for there to be no gender pay gap, there would need to be an equal ratio of male to female in each quartile. However, the percentage of male employees increases throughout the quartiles from 17.5% in the lower quartile to 64.6% in the upper quartile and in direct comparison the percentage of female employees decreases throughout the quartiles from 82.5% in the lower quartile to 35.4% in the upper quartile.

Dartford Borough Council is committed to the principle of equal pay for all employees by ensuring that it meets the requirements of the Equality Act 2010. To achieve this, the Council uses a job evaluation system scheme (Hay) to assess the value of all jobs across the Council. The job evaluation scheme evaluates the post and makes no reference to gender or any other personal characteristics of existing or potential post holders.

Salaries are paid according to the grade of the post and any salary increase occurs irrespective of an employee's gender. Therefore, the Council is confident that it is paying the same salary to roles of equal value and that its gender pay gap is the result of the roles in which males and females work within the Council and the salaries that these roles attract.

The gender pay gap exists within Dartford Borough Council as the majority (62.72%) of the workforce is female and predominately a large proportion of these are employed in the lower quartile pay bands, with fewer employed at the more senior levels.

Dartford Borough Council is committed to doing everything it can to reduce the gender pay gap; however recognises that its scope to act is limited in some areas. It has, for example, no direct control over the career choices or work/life balance choices that individuals make. However, the Council ensures that individuals are able to make these choices without suffering discrimination with its various flexible working policies and culture.