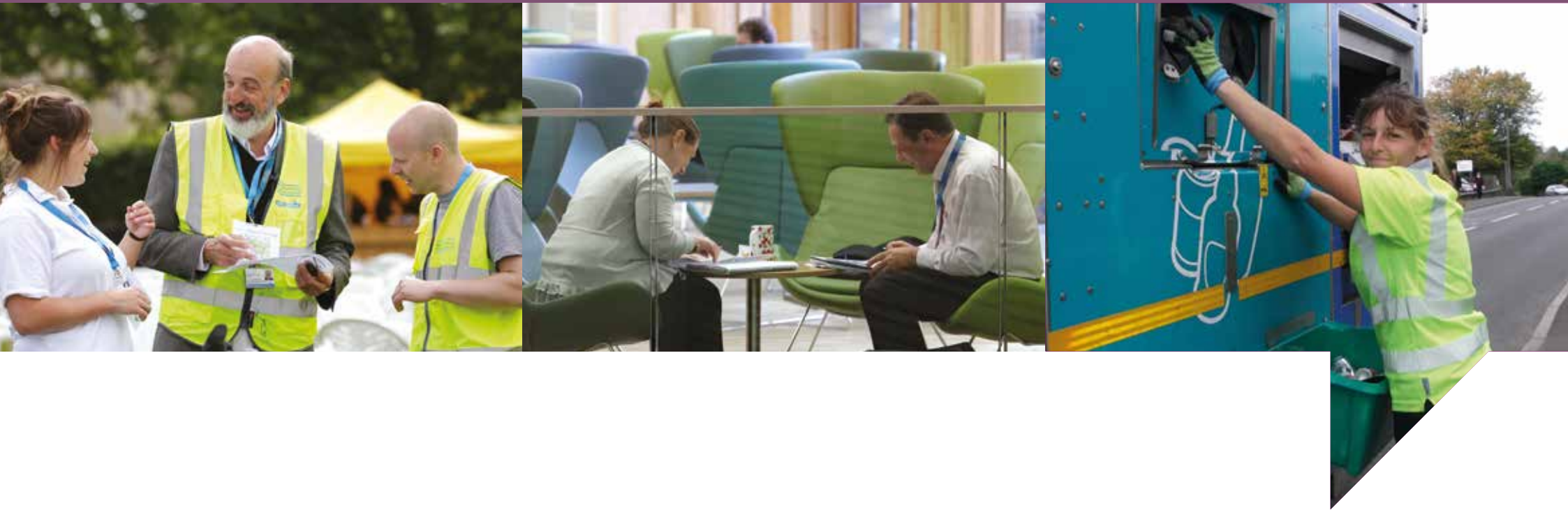


# Gender Pay Gap Report 2017



**Bath & North East  
Somerset Council**



**Bath & North East Somerset Council pays men and women the same rate of pay for equivalent work and evaluates job roles using an established independent methodology. It does not discriminate by sex or any other means when setting pay.**



## Summary

All public sector employers are required by law to publish information about gender pay gaps by 30 March 2018. This information is based on a snapshot date of pay on 31 March 2017.

This report sets out the overall difference between men and women's pay in the organisation. This is known as the gender pay gap and is a measure of any difference in pay between the mean average and median earnings of men and women. This is then expressed as a percentage of male earnings. As the Council employs proportionately more women than men and with a greater number working part time or in clerical roles this results in an overall difference across the organisation of 8.41%.

The data set out in this report has been calculated using the standard methodologies described in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**On 31 March 2017,  
the workforce comprised  
63% female and 37%  
male employees**



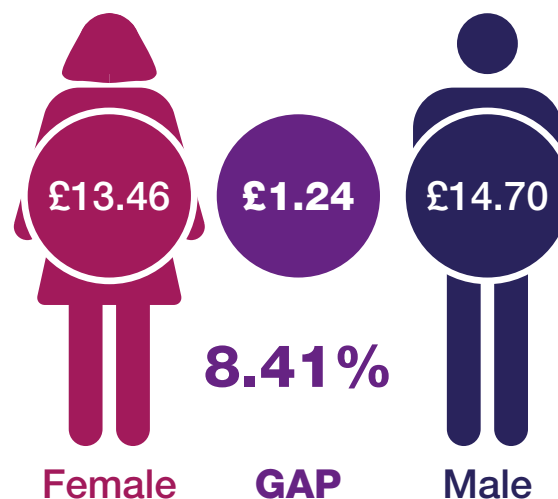
## Workforce Profile

There were **2596** employees working on the snapshot date of 31 March 2017 at Bath & North East Somerset Council. At this date the workforce comprised **63% female** and **37% male** employees.

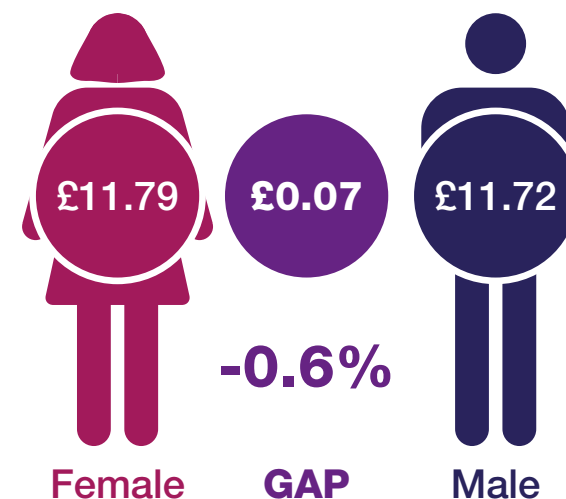
Bath & North East Somerset Council's workforce is predominately female.

### Gender Pay Gap

**Mean** – Average hourly rate of pay and the percentage difference between



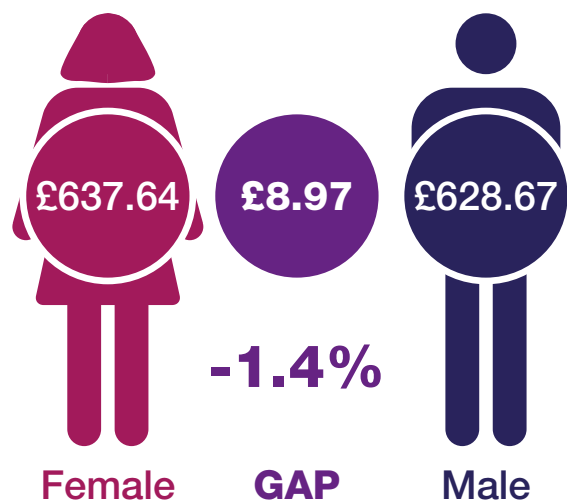
**Median** – Middle hourly rate of pay and the percentage difference between



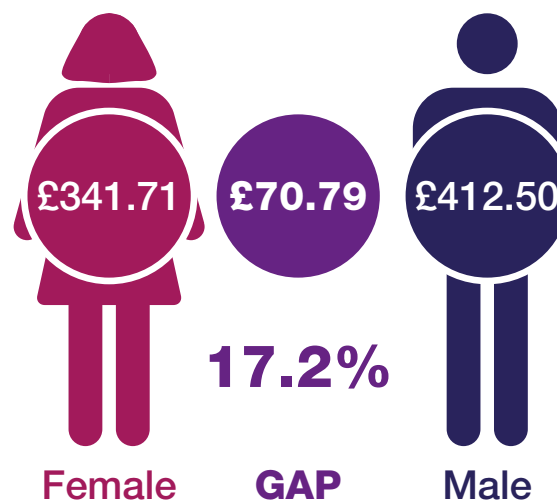
## Proportion of Men and Women Receiving Bonus Pay

The proportion of male employees in Bath & North East Somerset Council receiving a bonus is 2.92% and the proportion of female employees receiving a bonus is 3.47%.

**Mean** – Average bonus payment and the percentage difference between



**Median** – Middle bonus payment and the percentage difference between



Bath and North East Somerset Council is **committed** to the **principle of equality of opportunity and fair treatment for all employees**, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). It evaluates job roles and pay grades using the HAY job evaluation methodology to ensure a fair pay structure.



Bath and North East Somerset Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. This is evidenced by the median hourly rate. The gender pay gap is the result of the roles in which men (engineering, IT, Finance) and women (catering, cleaning, clerical) tend to be over represented within the organisation and the salaries that these roles attract.

The gap is significantly affected by the make-up of the workforce which is 63% female. These women are often attracted by the Council's flexible working provisions such as part-time or job share roles.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower pay end of the organisation, such as catering and cleaning. In addition, men are more likely to be in finance, technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that may have affected their career progression, for example to bring up children. Women are also more

likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

Bath & North East Somerset Council pay on average the same amount of bonus payment irrespective of gender. Bath & North East Somerset Council's bonus gap is attributed to the predominately female workforce. There are more females receiving a bonus however this appears to more at the lower/middle range. This reflects the type of roles females are appointed to which brings the median point at a lower point than the 'mean'. Men receive slightly more at the middle/upper bonus amount which is reflected in the gap.

The table below shows the workforce composition in each pay quartile. In order for there to be no gender pay gap, the representation of male and female in each quartile would need to match the overall representation of our workforce, i.e. 63% female and 37% male.

The lower and lower middle quartile pay bands are closely representative of our work force of 63% female and 37% male employees. We have a higher proportion of females at upper middle quartile and a higher proportion of males at the highest paid quartile level.

### Quartile Pay Bands

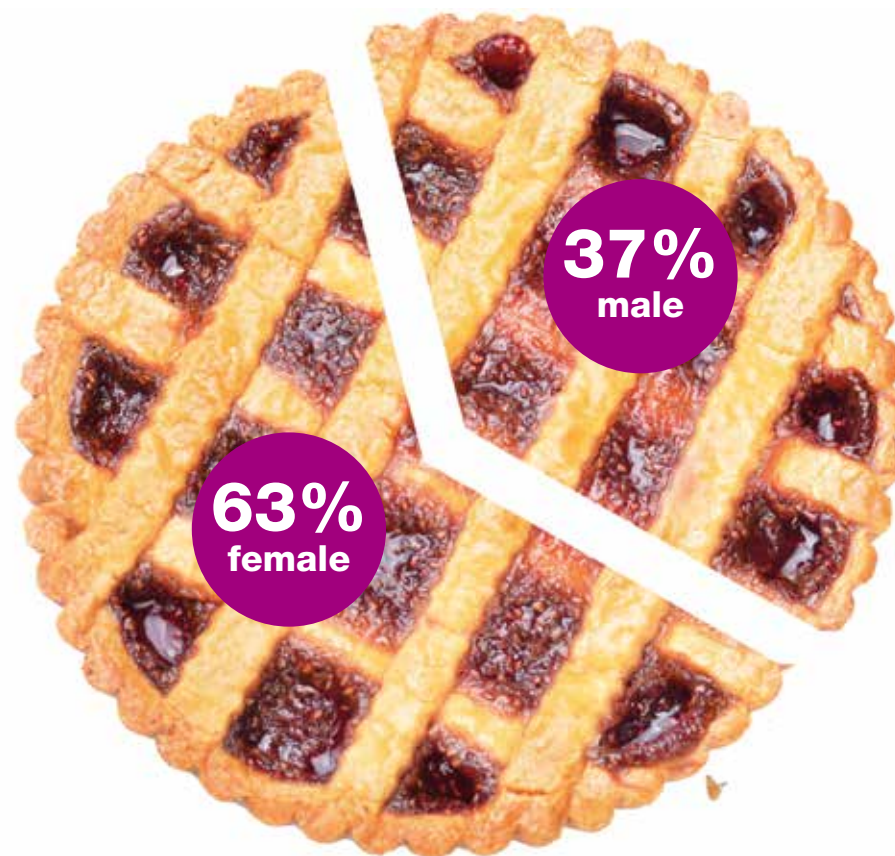
Quartile	Male %	Female %	Difference in % of females in each quartile compared with B&NES overall workforce
Upper quartile (highest paid)	43.2	56.8	6.3
Upper middle quartile	32.1	67.9	-4.8
Lower middle quartile	37.5	62.5	0.6
Lower quartile (lowest paid)	37.6	62.4	0.7

## What is Bath & North East Somerset doing to address its gender pay gap?

While Bath & North East Somerset Council's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the public sector, we are not complacent about what we need to achieve and we are committed to further reducing the gap.

In the coming year, Bath & North East Somerset Council is committed to:

- reviewing its policy on ex-gratia (bonus) payments;
- reviewing its gender monitoring throughout all employee lifecycles to identify any barriers to gender equality and inform priorities for action
- continuing and building upon existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes.
- Review existing recruitment practices to identify which areas need more promotion to attract women and men into roles where they are underrepresented
- Analysis of the upper and upper middle quartiles of the gender pay gap to identify any barriers indicated by the differential to enable targeted action
- Monitoring the effects and any associated risks on gender equality of the Council's planned change programme
- Analysis of the impact of the gender prevalence of part time working associated with lower rates of pay and the pay gap between the average hourly rate of men who work full time and the average hourly rate of women who work part time.
- Analysis of the breakdown in gender of take-up of part-time and flexible working at senior levels in B&NES Council.



**In order for there to be no gender pay gap, the representation of male and female in each quartile would need to match the overall representation of our workforce, i.e. 63% female and 37% male.**

