



Employers in Great Britain with more than 250 staff are now required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish the following four types of figures annually. The Council has reported the following figures, from 31 March 2019:

- Gender pay gap (mean and median averages);
- Gender bonus gap (mean and median averages);
- Proportion of men and women receiving bonuses; and
- Proportion of men and women in each quartile of the organisation's pay structure.

The median figure is 5.2% and is the ONS's preferred measure of average earnings. This gap is lower than the national whole workforce gender pay gap which was reported by the ONS as 8.9% in 2019¹.

| Gender Pay gap | Median | Mean |
|----------------|--------|------|
| Hourly rate | 5.2% | 8.3% |
| *Bonus | 5.0% | 11% |

*Bonus gap figures relate to 4 females on maternity leave and 1 female on sick leave; 2 males on sick leave and 1 male in receipt of a long service award.

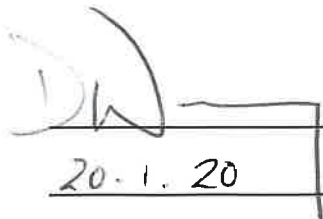
Proportion of Males and Females in each quartile.

| Quartile | Male | Female | Mean Pay Gap |
|-----------------------|-------|--------|--------------|
| Lower quartile | 32.8% | 67.2% | 2.3% |
| Lower middle quartile | 68.7% | 31.3% | 2.7% |
| Upper middle quartile | 54.5% | 45.5% | -2.8% |
| Upper quartile | 51.5% | 48.5% | 11.8% |

We are committed to the principle of equal pay for all our employees, and our job evaluation system means we can be confident as reasonably possible that men and women are paid equally for doing equivalent jobs.

Our calculations followed the legislative requirements as set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. All staff who were deemed to be full paid relevant employees at 31 March 2019 were included.

Signed:



David Welsby, Chief Executive Officer

Date:

20.1.20