



## Gender Pay Gap Information 2017

### Introduction

From April 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 employers with 250 or more employees are required to publish statutory gender pay gap calculations each year.

Whilst gender pay and equal pay look at the pay received by men and women the focus of each is very different.

Equal pay looks at the pay received by men and women undertaking equal work. Hartlepool Borough Council salaries are determined through a job evaluation scheme which evaluates job roles, not the people within them. It makes no assessment of gender or any other personal characteristics of existing or potential job holders. On this basis the Council is confident that roles of equal value are receiving equal pay and our staff are remunerated fairly. We encourage all our staff, irrespective of gender to develop their skills and progress their careers on merit, this is clearly demonstrated by two thirds of the most senior management positions, and the next level down, strategic management positions, being held by women.

Gender pay looks at the difference between women and men's average earnings across an organisation. This report focuses on gender pay and the data included is based on salary information, on a snapshot date of 31 March 2017. There is also a requirement, to report on the proportion of men and women receiving bonus payments and the difference between these payments, the Council do not pay bonus payments therefore, there is nothing to report in relation to this requirement.

### Pay Gap Summary

The Council's mean gender pay gap is 8.5%

The Council's median gender pay gap is 8.3%

The mean is the average of the figures and is calculated by adding up all the figures and divided by the total number of figures. The median is the salary figure that sits in the middle when all figures are ordered lowest to highest.

The overall mean gender pay gap for the Council is 8.5%, which means that male employees, overall, receive, on average, 8.5% more total pay than female employees.

The Council's gender pay gap is below the national public sector mean and median of 17.7% and 19.4%<sup>1</sup> respectively.

<sup>1</sup> ONS 2017 Provisional Public Sector Gender Pay Gap

Gender Pay Gap – Quartile Analysis by Employee					
Gender	Total Number of Employees	Female	Male	Female	Male
Lower Quartile	512	420	92	82.03%	17.97%
Lower Middle Quartile	512	346	166	67.58%	32.42%
Upper Middle Quartile	512	335	177	65.43%	34.57%
Upper Quartile	512	332	180	64.84%	35.16%
Total	2048	1433	615	69.97%	30.03%

## Understanding our gender pay gap

Our analysis shows that the pay gap can largely be attributed to our workforce profile, as the Council employs a much higher proportion of women many of whom work part-time. Also, the lower quartile demonstrates that a higher proportion of women than men work in occupations that are lower paid.

In summary, for every 1 man that works for HBC, there are approximately 2.3 women who work for HBC. Despite more women working for the Council overall, many earn pay in the lower quartiles on a part time basis. There are a higher proportion of men earning salaries in upper quartiles on a full time basis, than in the lower quartiles, which creates the gap.

## What are we doing to close the gap?

- Making the workplace more accessible, by enabling greater flexibility via a range of policies that allow for flexible working, flexitime, emergency dependants leave and shared parental leave.
- Equality in Employment Policy recognises the value of *'helping all those who work for the Council to develop their full potential so that the talents and*

*resources of the workforce are utilised fully to create a borough of opportunity for all.'*

- Providing Learning and development opportunities to all employees and where appropriate specifically targeting women e.g. confidence building for women.
- Developing and where possible expanding apprenticeship opportunities, including employee apprenticeships. This will assist employees to fulfil their aspirations and support them to progress within their chosen career path.