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# West Devon Borough Council

## Gender Pay Gap Report 2019

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West Devon  
Borough  
Council

### **Purpose and scope of the Report**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report. West Devon Borough Council does not employ over 250 employees and is therefore exempt from reporting its gender pay gap. However, in line with the Council's commitment to maintaining a fair and transparent pay system, it has chosen to report its gender pay gap voluntarily.

The Act requires that an authority must report on the following information: (see Appendix 1)

- The mean gender pay
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

### **Definitions and Calculations:**

#### **Mean average**

This involves adding up all of the numbers and dividing the result by how many numbers were in the list.

#### **Median average**

This involves listing all of the numbers in numerical order. The median is the middle figure.

#### **Ordinary Pay**

The report reflects 'ordinary pay'. Ordinary pay is defined in regulation 3 and it includes basic pay, allowances and shift premium pay.

#### **Bonus Pay**

Bonuses are defined in regulation 4. They include anything that relates to profit sharing, productivity, performance, incentive and commission.

Bonus pay does not include pay related to paid overtime, redundancy or termination of employment, pay in lieu of annual leave or pay which is not money.

At West Devon Borough Council there are no employees that receive a performance bonus.

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The only form of bonus pay payable by West Devon Borough Council is in accordance with its Merit Pay Policy and Staff Awards scheme which rewards exceptional performance with a one-off payment.

### **Relevant or snapshot date**

The relevant or snapshot date is the key date on which the calculations must be made. The relevant date for this report is **31st March 2018** and it therefore reflects pay on that date and not pay received at the date of publication.

### **Findings and observations**

At the relevant date (31/03/2018), WDBC employed 94 people, of which 60 were female and 34 were male.

The report shows that the mean and median rate of pay for females is lower than for males.

The hourly mean pay for females is £15.45, compared to £15.60 for males. This gives a mean gender pay gap of 1%.

The hourly median pay for females is £14.34, compared to £15.15 for males. This gives a median gender pay gap of 5%.

Just over half of the employees in the Lower Income Quartile (54%) are female.

Just over three quarters of employees in the Lower Middle Quartile are female (75%).

The pattern is similar when looking at the Upper Middle Quartile, where almost two thirds of employees are female (65%). The main role captured within this quartile is in Case Management, which provides the business and administrative support to the organisation.

In the Upper Quartile, just over half of employees are female (61%), including the highest earning employee.

The Council's Senior Leadership Team (SLT) consists of 5 people. Of those, 3 are employed by WDBC and the remaining 2 by South Hams District Council. Of the 5 members of SLT, 3 are female.

### **South Hams District Council**

The Council operates a shared workforce with South Hams District Council (SHDC) for many services. SHDC has a statutory requirement to report its gender pay gap as it employs 250 or more employees.

*West Devon Borough Council – Gender Pay Gap Report – March 2018*

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<b>Category of employee</b>	<b>£ per hour</b>
Mean Female Pay	£15.45
Mean Male Pay	£15.60
Mean Gender Pay Gap	1%

Median Female Pay	£14.35
Median Male Pay	£15.15
Median Gender Pay Gap	5%

Category of employee	£
Mean Female Bonus Pay	£755.44
Mean Male Bonus Pay	£1,012.33
Mean Gender Pay Gap	25.4%

Median Female Bonus Pay	£148.00
Median Male Bonus Pay	£1,500.00
Median Gender Pay Gap	90.1%

Number of Females receiving Bonus pay	8
Number of Males receiving Bonus pay	3
Proportion of Females receiving Bonus Pay	13%
Proportion of Males receiving Bonus Pay	9%

Quartile	Female	Male
Lower	54%	46%
Lower Middle	75%	25%
Upper Middle	65%	35%
Upper	61%	39%