

West Devon Borough Council

Gender Pay Gap Report 2018

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.

The only form of bonus pay payable by West Devon Borough Council is in accordance with its Merit Pay Policy 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 2017** and it therefore reflects pay on that date and not pay received at the date of publication.

Findings and observations

At the relevant date (31/03/2017), WDBC employed xx people, of which 59 were female and 30 were male.

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

The hourly mean pay for females is £14.94, compared to £16.35 for males. This gives a mean gender pay gap of 8.62%.

The hourly medium pay for females is £14.06, compared to £14.35 for males. This gives a medium gender pay gap of 2.02%.

Just over half of employees in the Lower Quartile (52.4%) are female.

Just over three quarters of employees in the Lower Middle Quartile are female (78.3%).

The pattern is repeated when looking at the Higher Middle Quartile, where three quarters of employees are female (77.3%). 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 (56.5%), including the highest earning employee.

The Council's Senior Leadership Team (SLT) consists of 6 people. Of those, 3 are employed by WDBC and the remaining 3 by South Hams District Council. Of the 6 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.

Category of employee	£ per hour
Mean Female Pay	£14.94
Mean Male Pay	£16.35
Mean Gender Pay Gap	8.62%
Median Female Pay	£14.06
Median Male Pay	£14.35
Median Gender Pay Gap	2.02%
Mean Female Bonus Pay	£0.00

Mean Male Bonus Pay	£1,500.00	
Mean Gender Pay Gap	100.00%	
Median Female Bonus Pay	£0.00	
Median Male Bonus Pay	£1,500.00	
Median Gender Pay Gap	100.00%	
Number of Females receiving Bonus pay	0	
Number of Males receiving Bonus pay	2	
Proportion of Females receiving Bonus Pay	0.00%	
Proportion of Males receiving Bonus Pay	6.67%	
Quartile	Female	Male
Lower	52.4%	47.6%
Lower Middle	78.3%	21.7%
Upper Middle	77.3%	22.7%
Upper	56.5%	43.5%