



# Gender Pay Gap Report 2021

## 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 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 2020** and it therefore reflects pay on that date and not pay received at the date of publication. At the relevant date (31/03/2020), WDBC employed 94 people, of which 57 were female and 37 were male.

## Findings and observations

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 £16.42, compared to £18.42 for males. This gives a mean gender pay gap of 10.85%.

The hourly median pay for females is £14.92, compared to £17.04 for males. This gives a median gender pay gap of 12.44%.

Just over half of the employees in the Lower Income Quartile (58%) are female.

Two thirds of employees in the Lower Middle Quartile are female (67%).

The main roles captured within the two lower quartiles is in Case Management, which provides the business and administrative support to the organisation.

The pattern is similar when looking at the Upper Middle Quartile, where almost two thirds of employees are female (61%). In the Upper Quartile, just over half of employees are female (57%).

This means that females are in the majority in all four quartiles, which is consistent with the overall split between females (61%) and males (39%).

At the relevant date (31<sup>st</sup> March 2020), the Council's Senior Leadership Team (SLT) consisted of 4 people. Of those, 3 were employed by WDBC and the remaining 1 by South Hams District Council. Of the 4 members of SLT, 1 was female and was employed by West Devon Borough Council.

The interim appointment of a male member of SLT as Acting Chief Executive (in place at the relevant date) also increased the overall salary paid to male employees. The current Chief Executive is an employee of South Hams District Council and, therefore, his salary will not be included in the report in April 2022.

The number of bonus payments made was relatively small, with only 9 being made in the year ending 31<sup>st</sup> March 2020. The three highest were paid as a special allowance to members of the SLT for taking on additional responsibilities following the resignation of the Chief Executive and before the appointment of the current Chief Executive. This affected 2 male employees (including the Acting Chief Executive) and 1 female. These payments have a significant impact on the gender pay gap when looking at bonus payments.



## Future Action

The report does show that there is a gender pay gap, despite the fact that females account for 61% of the workforce. The gender pay gap can be, in part, explained because although females account for the majority of employees in each quartile, their presence is at its lowest in the higher quartile (57%).

However, the Council remains committed to maintaining a fair and equitable pay and grading system and it will continue to monitor the distribution of salaries between genders.

Through the Council’s job evaluation scheme, it can demonstrate that female and male employees are paid the same rate of pay for the same work, like work, or work rated as equivalent in accordance with its obligations under the equal pay provisions in the Equalities Act.

The Report does show although more females received a bonus payment than males, on average the bonus paid was lower. Although the reason for the payments (and the amount paid) were not tainted by the gender of the employee, the Council through the Human Resources Panel (made up of members of SLT, the Business Managers, Finance and Human Resources) who agree the payments will continue to monitor these payments to make sure decisions are not being made based on the gender of the employee.

## Shared Workforce with 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.

As West Devon Borough Council shares a significant part of its workforce with South Hams District Council, a table showing the gender pay gap of the shared workforce is included at page 5. This is not part of the statutory reporting requirement.

The comparative figures for South Hams as a sole employer show the gender pay gap based on mean salaries at -4.4%, and for median salaries at -0.42%.

The joint report shows that the mean gender pay gap is -1.42%, compared to -4.4% at SHDC as a sole employer and 10.85% at WDBC.

The median gender pay gap is -4.7% compared to -0.24% at SHDC and 12.44% at WDBC

The figures for the shared workforce present a more accurate reflection of the gender pay gap, and based on both the mean and the median salaries, females earn more than males.

When adding tables to your document, create the table and choose a table style.

**Table 1: West Devon Borough Council – Gender Pay Gap Report – March 2021**

Category of Employee	£ per hour
Mean female pay	£16.42
Mean male pay	£18.42



Category of Employee	£ per hour
<b>Mean Gender Pay gap</b>	<b>10.85%</b>
Median female pay	£14.92
Median male pay	£17.04
<b>Median Gender Pay Gap</b>	<b>12.44%</b>
Mean female bonus pay	£1383.33
Mean male bonus pay	£4000.00
<b>Mean Gender Bonus Pay Gap</b>	<b>65.42%</b>
Median female bonus pay	£500.00
Median male bonus pay	£5000.00
<b>Median Gender Bonus Pay Gap</b>	<b>90%</b>
Number of females receiving Bonus Pay	6
Number of males receiving Bonus Pay	3
Proportion of females receiving Bonus Pay	11%
Proportion of males receiving Bonus Pay	8%

Quartile	Female (%)	Male (%)
Lower	58	42
Lower Middle	67	33
Upper Middle	61	39
Upper	57	43



**Table 2: South Hams District Council and West Devon Borough Council shared workforce – Gender Pay Gap Report – March 2021**

Category of Employee	£ per hour
Mean female pay	£15.67
Mean male pay	£15.45
<b>Mean Gender Pay gap</b>	<b>-1.42%</b>
Median female pay	£14.92
Median male pay	£14.25
<b>Median Gender Pay Gap</b>	<b>-4.25%</b>
Mean female bonus pay	£880.86
Mean male bonus pay	£1179.41
<b>Mean Gender Bonus Pay Gap</b>	<b>25.31%</b>
Median female bonus pay	£500.00
Median male bonus pay	£400.00
<b>Median Gender Bonus Pay Gap</b>	<b>-25.00%</b>
Number of females receiving Bonus Pay	14
Number of males receiving Bonus Pay	17
Proportion of females receiving Bonus Pay	7%
Proportion of males receiving Bonus Pay	9%

Quartile	Female (%)	Male (%)
Lower	45	55



Quartile	Female (%)	Male (%)
Lower Middle	58	42
Upper Middle	56	44
Upper	53	47