



## Gender Pay Gap Report

**Reason for Report:** To advise members of the Pay Gap between male and female employees as at 31 March 2018.

**Relationship to Corporate Plan:** This report highlights the Gender Pay Gap and as such supports our public sector equality duty.

**Financial Implications:** None arising from this report.

**Legal Implications:** To comply with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 reporting requirements for public-sector employers.

**Equalities:** This is considered throughout this report.

### 1.0 Introduction

1.1 From 6 April 2017 employers in Great Britain with more than 250 staff are required by law to publish the following four types of figures annually on their own website and on a government website by 30 March 2019.

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

### 2.0 Pay quartiles by gender

2.1 The Taunton Deane Borough Council figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2.2 Under the law, men and women must receive equal pay for:

- the same, or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

### Proportion of males and females in each quartile band

Quartile	Males	Females	Description
Lower	51.92%	48.08%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower middle	49.2%	50.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper middle	43.12%	56.88%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Top	51.82%	48.18%	Includes all employees whose standard hourly rate places them above the upper quartile

2.3 Taunton Deane Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

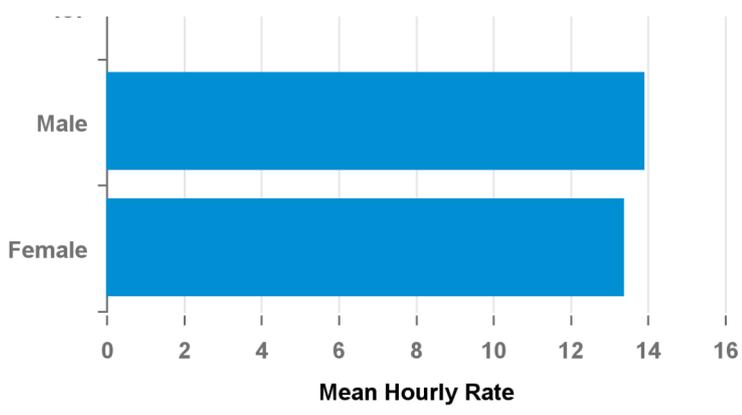
2.4 Taunton Deane Borough Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same, or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

### 3.0 Taunton Deane Borough Council's Gender Pay Gap

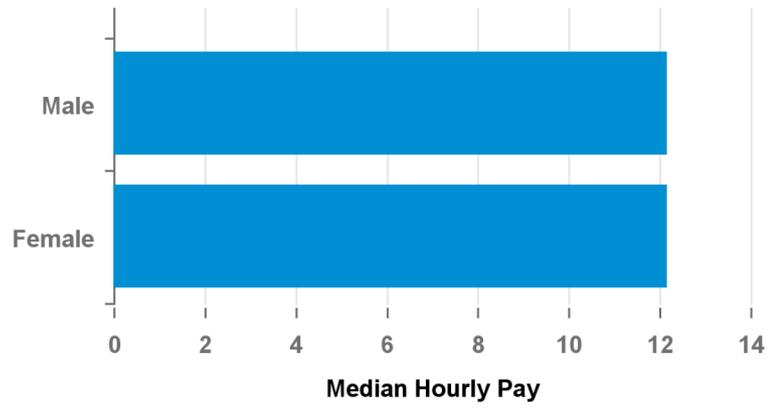
3.1 Women's hourly rate is **3.78%** lower (mean) and **0%** difference (median).

3.2 There were no bonuses paid to staff in this period.

### Mean Hourly Rate



**Median Hourly Rate**



3.3 The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.9%; at 3.78% Taunton Deane Borough Council's mean gender pay gap is, therefore, considerably lower than that for the whole economy.

**4.0 Annual Reporting**

4.1 It is proposed that future Gender Pay Gap reporting will form part of the annual Pay Policy.