

Gender Pay Gap Report

Responsible Officer(s): Nicky Rendell, HR Specialist.

Reason for Report: To advise members of the Pay Gap between male and female employees as at 31 March 2020

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 5 October 2021.

- 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 Somerset West and Taunton 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 hourly pay	59.26%	40.74%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower middle	44.03%	55.97%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper middle	38.52%	61.48%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper hourly	48.51%	51.49%	Includes all employees whose standard hourly rate places them above the upper quartile

2.3 Somerset West and Taunton 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 Somerset West and Taunton Council is therefore confident that any 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.

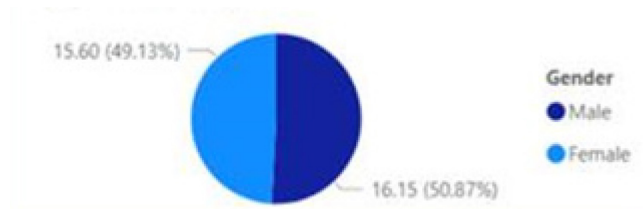
3.0 Somerset West and Taunton Council's Gender Pay Gap

3.1 Women's hourly rate is **3.41%** lower (mean) and **0%** difference (median).

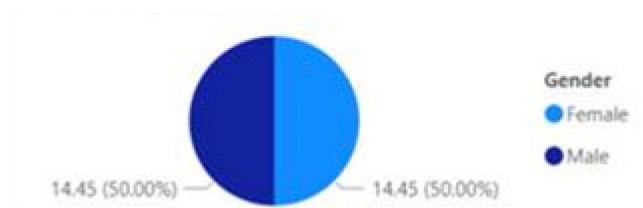
3.2 Although there are a higher proportion of women in the top quartile; there are only 2 women in posts that are Assistant Director level and above.

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

Mean Hourly Rate



Median Hourly Rate



3.3 The median gender pay gap for the whole economy (according to the April 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 15.5%; at 3.41% (mean) and 0% (median) Somerset West and Taunton Council's mean gender pay gap is, therefore, considerably lower than that for the whole economy.

The 2020 pay gap is a reduction on the Somerset West and Taunton Council's 2019 gap where women's hourly rate was 3.78% lower than men's.

4.0 Annual Reporting

4.1 Gender Pay Gap reporting will continue to form part of the annual Pay Policy.

Contact for more information:

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