

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 2021

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 2022.

- 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	58.33%	41.67%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower middle	51.75%	48.25%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper middle	37.5%	62.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Top	46.85%	53.15%	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:

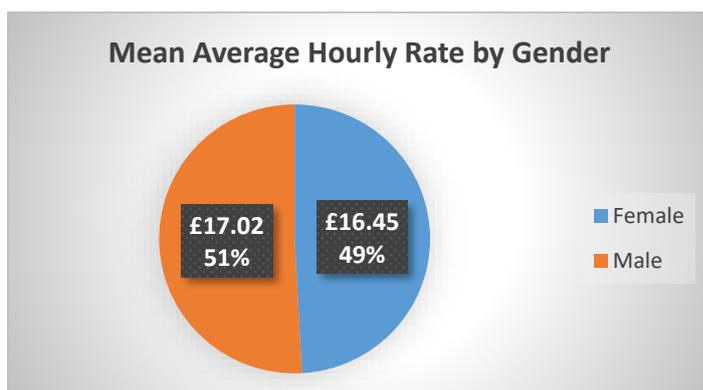
- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

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 **3.35%** lower (mean) and **-3.16%** difference (median).

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



3.3 We calculated our pay gap using a method set by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The Office for National Statistics (ONS) use a different method for calculating the UK wide pay gap and therefore the two are not directly comparable. However, for context, the gap at Somerset West and Taunton Council is 3.35%, considerably less than the national public sector mean pay gap, which is 14.9% (Office for National Statistics – provisional 2021 figure).

The 2021 pay gap is a reduction on the Somerset West and Taunton Council's 2020 gap where women's hourly rate was 3.41% lower than men's.

Somerset West and Taunton Council's median pay gap was also considerably less than the national public sector median pay gap which is 15.4% (Office for National Statistics - provisional 2021 figure). Women earn £1.03 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 3.16% higher than men's.

4.0 Annual Reporting

4.1 Gender Pay Gap reporting will continue to be reported on annually.

Contact for more information:

Nicky Rendell
HR Specialist
n.rendell@somersetwestandtaunton.gov.uk