

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 Gender pay data requirements

Produced by HR & OD

Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced a requirement for employers with 250 or more employees to publish details of their gender pay and bonus gap every year from 2017 onwards.

Epsom and Ewell Borough Council is required to publish the following data.

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

The data is based upon the snapshot date of 31 March 2018 with the requirement being for the data to be published on the Council's website and the GOV.UK website by 30 March 2019 and annually thereafter.

The information for Epsom and Ewell Borough Council for 2017/18 is shown below:

Mean gender pay gap		
Gender	Mean hourly pay	Percentage
Male	£13.91	
Female	£16.04	
Total		-15.3%

Median gender pay gap		
Gender	Median hourly pay	Percentage
Male	£11.46	
Female	£14.13	
Total		-23.3%

Mean gender bonus pay gap		
Gender	Mean	Percentage
Male	£301.42	
Female	£268.84	
Total		10.8%

Median gender bonus pay gap		
Gender	Median	Percentage
Male	£241.00	
Female	£273.50	
Total		-13.5%

Percentage of staff who received bonus pay	
Gender	Percentage
Male	15.9%
Female	18.7%

Proportion of males and females in each quartile

Lower quartile		
Gender	Total employees	Percentage
Male	55	82%
Female	12	18%
Total	67	

Lower middle quartile		
Gender	Total employees	Percentage
Male	41	53%
Female	36	47%
Total	77	

Upper middle quartile		
Gender	Total employees	Percentage
Male	33	44%
Female	42	56%
Total	75	

Upper quartile		
Gender	Total employees	Percentage
Male	29	40%
Female	44	60%
Total	73	

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What is the difference between equal pay and gender pay?

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Gender pay illustrates the differences in the average pay between men and women. An organisation may have a gender pay gap if a majority of men are in top jobs, despite paying male and female employees the same rates of pay for similar roles.

What are the underlying causes of Epsom & Ewell Borough Council's gender pay gap?

Epsom & Ewell Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, 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 gender (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

Epsom & Ewell 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. 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.

According to the Government Equalities Office, the causes of the gender pay gap across the UK economy as a whole include:

- A higher proportion of women choosing occupations that offer less financial reward (e.g. administration).
- Many high paying sectors being disproportionately made up of male workers (e.g. information and communications technology).
- A much higher proportion of women working part-time, and part-time workers earning less than their full-time counterparts on average.
- Women being more likely to have had breaks from work which have affected their career progression, meaning that they are less likely to have progressed up the career ladder into higher paying senior roles.

However, this pattern from the UK economy as a whole is not reflected in the make-up of Epsom & Ewell Borough Council's workforce, where the majority of front-line Operatives are men, and where line management and senior management roles are held by a significant proportion of women.

How does Epsom & Ewell Borough Council's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap. Epsom & Ewell Borough Council's gap compares favourably with that of other organisations, including those within our sector.

What is Epsom & Ewell Borough Council doing to address its gender pay gap?

Gender pay is not a subject about which Epsom & Ewell Borough Council is complacent, and it is committed to doing everything that it can to reduce the gap. However, Epsom & Ewell Borough Council also recognises that its scope to act is limited in some areas. It has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

Epsom & Ewell Borough Council has taken steps to promote gender diversity in all areas of its workforce and undertakes gender monitoring on an annual basis to understand:

- the proportions of men and women applying for jobs and being recruited
- the proportions of men and women applying for and obtaining internal promotions
- the proportions of men and women leaving the organisation and their reasons for leaving
- the numbers of men and women in each role and pay band

The findings of this report will be published on an annual basis.