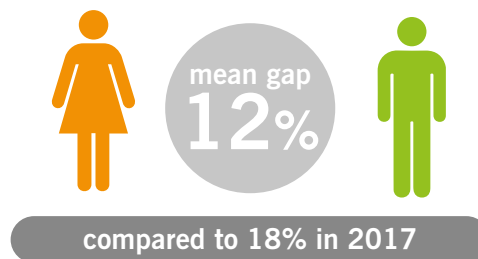


Gender pay gap

Leicestershire County Council

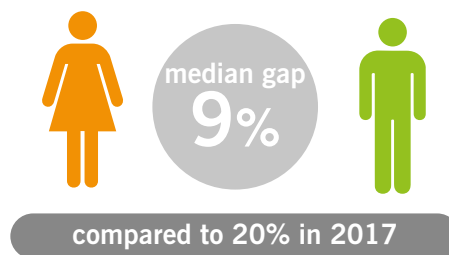
All organisations with over 250 staff are required to publish figures to show how big the pay gap is between male and female employees. This is part of our Public Sector Equality Duty, which we must comply with by law. The figures used are from March 2018.

Our current (mean) pay gap stands at 12%, in other words, female employees mean hourly rate is 12% lower than male employees. This has decreased from 18% in 2017.



The mean can be defined as the average of a set of numbers. This is achieved by adding up the values and then dividing by the number of values.

Our current (median) pay gap stands at 9%, in other words, female employees median hourly rate is 9% lower than male employees. This has decreased from 20% in 2017.



The median can be defined as the middle number in a ranked list of numbers. The median can be used to determine an approximate average.

While we are in line with other large organisations (and slightly better if you look at the median), we recognise that our predominantly female workforce isn't represented at all levels and we need to attract more women into senior job roles.

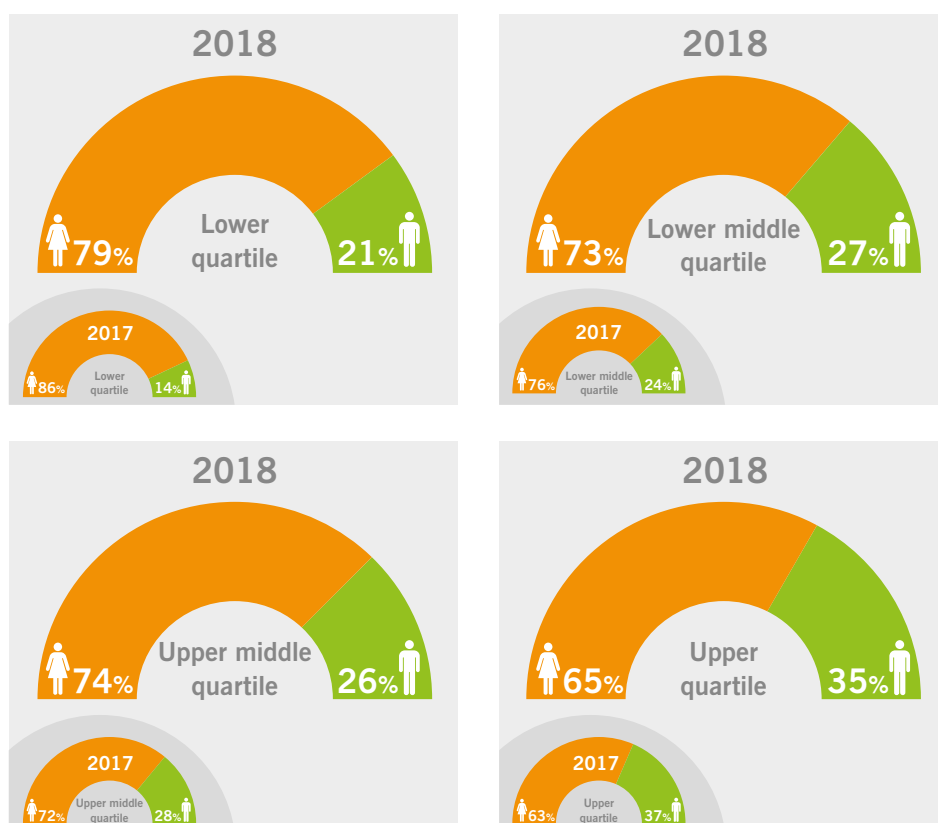
Our workforce (around 6,000) is nearly $\frac{3}{4}$ female (74% female and 26% male).

There are a large number job roles at our lower grades (such as school food support, for example, where there are around 750 posts) where we still see a huge trend in females applying for what in the past were traditionally seen as female jobs.



We need to continue to help break these gender stereotypes, and attract more women into senior roles. Since last year we have had more than 200 female employees internally promoted to posts of Grade 12 and above. There has generally been an increasing number of females progressing within grades in the council. This further increases the proportion of females in higher quartiles, therefore reducing the number of females in the lower quartiles. The council has a number of programmes in place with this aim in mind, such as the Springboard and Spring Forward training programmes. Also, female managers are highlighted and celebrated as role models, including at the International Women's Day event on 8 March.

Proportion of males and females in each pay quartile*



Quartiles divide ranked data into four quarters. These are:

- **Lower quartile** - The lowest 25% of numbers
- **Lower middle quartile** - The second lowest 25% of numbers
- **Upper middle quartile** - The second highest 25% of numbers
- **Upper quartile** - The highest 25% of numbers

* Official government guidance states that Gender Pay Gap reporting requires other monetary payments such as allowances, shift premium pay etc to be taken into account when calculating hourly pay. This is in addition to basic pay. Due to this reason there are a small number of anomalies whereby some employees in lower grades are currently accounted for in higher quartiles.

In addition to the council producing the Gender Pay Gap information it is important to note that we also conduct an Equal Pay Audit every three years. This analyses whether there are discrepancies in pay for employees undertaking similar roles. Previous audits have not identified any gender pay issues. There is also a HAY Job Evaluation Scheme that ensures that no gender pay issues should occur. Leicestershire County Council has a 0% mean and median bonus gender pay gap (as we do not operate any performance related pay / bonus scheme).