

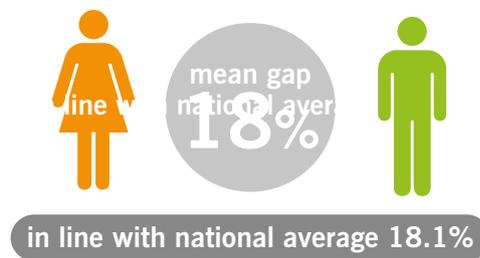
# Gender pay gap

## 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 2017.

Our current (mean) pay gap stands at 18%, in other words, female employees mean hourly rate is 18% lower than male employees. This is in line with the national average of 18.1%.

(Source: Office for National Statistics 2016 Annual Survey of Hours and Earnings)



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 20%, in other words, female employees median hourly rate is 20% lower than male employees. This is better than the national average of 23%.

(Source: Chartered Management Institute 2016 Gender Pay Survey)



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.

We have a number of programmes in place with this aim in mind, such as the Springboard management training programme, and we actively celebrate our female managers as role models, including our annual International Women's Day event for staff.

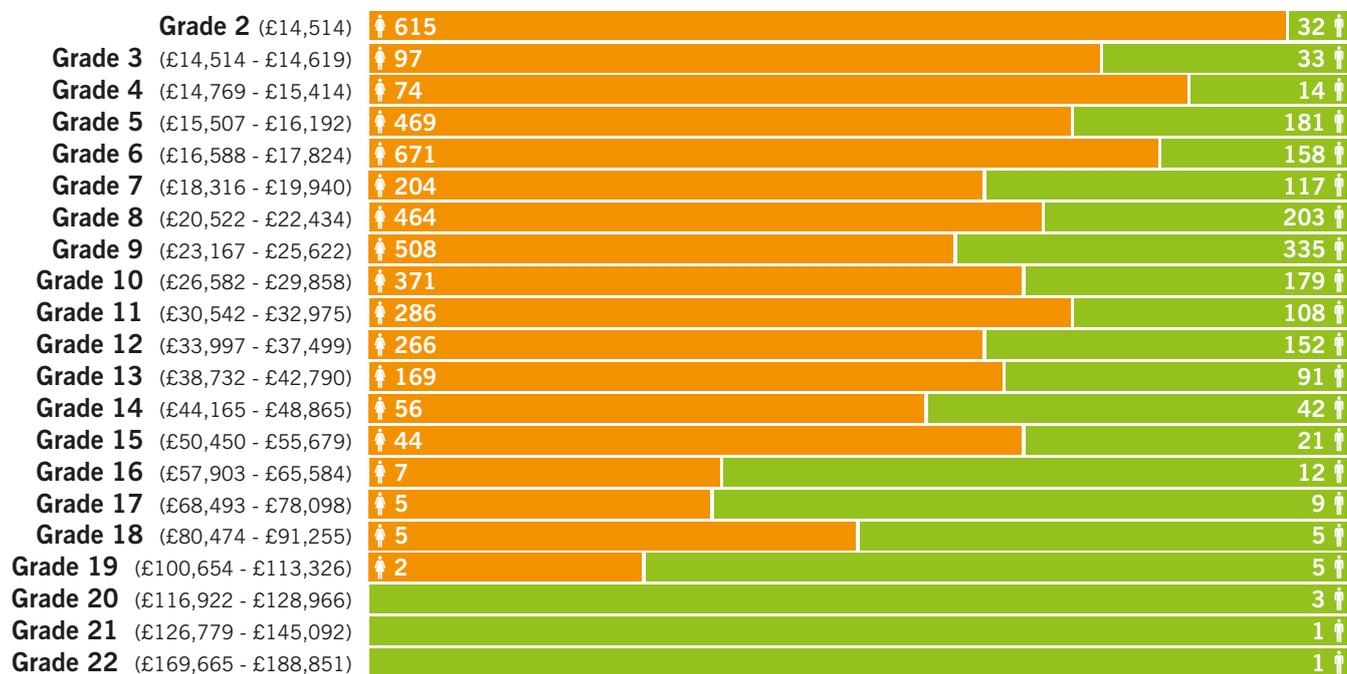
Our workforce (around 6,000) is nearly  $\frac{3}{4}$  female (74% female and 26% male).



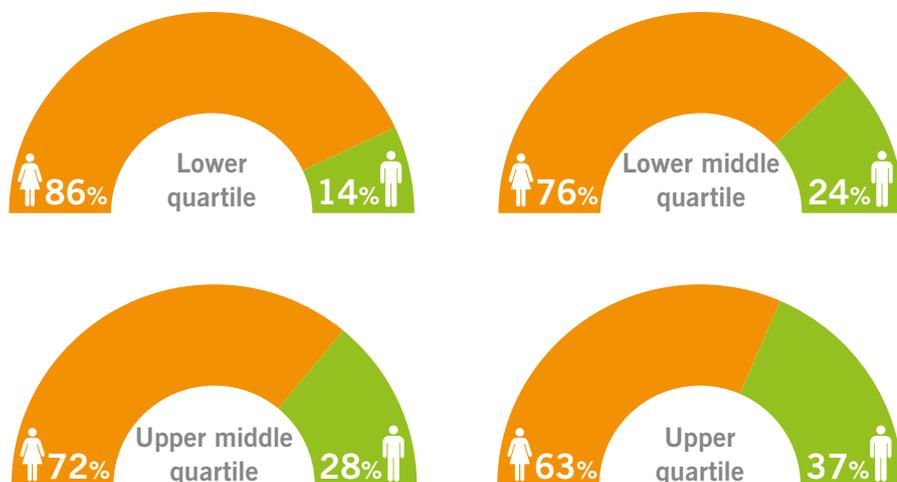
There are a large number job roles at our lower grades (such as school food support, for example, where there are around 750 posts) where we still see a huge trend in females applying for what in the past were traditionally seen as female jobs.

We need to continue to help break these gender stereotypes, and attract more women into senior roles. Since these figures were produced our senior management percentages have improved, for example by recruiting a female director of Environment & Transport. You can see some of the detail in the 'gender split' infographic below.

## Gender split by grade within the council



## Proportion of males and females in each pay quartile\*



\* 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.

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

In addition to the council now having to produce 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. From previous audits it can be reported that no gender pay issues have been identified. There is also the adoption of a HAY Job Evaluation Scheme that also ensures through its application that no gender pay issues should occur.

Leicestershire County Council have a 0% mean and median bonus gender pay gap (as we do not operate any performance related pay / bonus scheme).