**Hertsmere Borough Council Gender Pay Gap Report 2023**

Hertsmere Borough Council is required to publish information about its Gender Pay Gap in accordance with the Public Sector Equality Duty on an annual basis. The statistics required include the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of males and females who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average hourly pay between all males and females in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between males and females who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a male or a female.

Hertsmere Borough Council’s gender pay gap report as at the snapshot date of **31**

**March 2023** is below:

**Median and Mean Gender Pay Gap of** **Hourly Pay Rate**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mean for male | £19.17 | Mean for female | £18.32 | Mean gender pay gap | 4.45% |
| Median for Male | £16.40 | Median for female | £15.97 | Median gender pay gap | 2.60% |

**Bonuses Paid**

The reported bonuses relate to the period 1 April 2022 to 31 March 2023.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mean for male | £1790.25 | Mean for female | £1544.97 | Mean gender pay gap | 13.7% |
| Median for Male | £1600 | Median for female | £1500 | Median gender pay gap | 6.25% |

|  |  |  |  |
| --- | --- | --- | --- |
| Proportion of males with a bonus | 88.36% | Proportion of females with a bonus | 93.13% |

**Proportion of Male and Female employees in each pay quartile**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Quartile** | **Total staff** | **Male** | **Female** | **Male %** | **Female %** |
| Lower | 76 | 45 | 31 | 59.21% | 40.79% |
| Lower middle | 76 | 27 | 49 | 35.53% | 64.47% |
| Upper middle | 75 | 33 | 44 | 44.00% | 56.00% |
| Upper | 76 | 40 | 36 | 52.63% | 47.37% |

**Gender Pay Gap Analysis**

The UK gender pay gap for 2023 reported by the Office for National Statistics, is 14.3% for all employees and 7.7% for full time staff (in favour of males).  Hertsmere’s mean gender pay gap is 4.45% in favour of males and the median pay gap is 2.60% in favour of males.  The gap has changed since 2022 when the respective rates were 3.26% and 2.41% in favour of females. This shift is as a result of the pay increases for the lowest paid site based staff within Street Scene Services, where the employees are all currently male.

The mean hourly rate for males at Hertsmere is £19.17 compared to £18.32 for females. The median hourly rate for males at Hertsmere is £16.40 compared to £15.97 for females.

The bonuses paid at Hertsmere relate to the following:

|  |  |
| --- | --- |
| **Type of bonus** | **Description** |
| Loyalty bonus | A loyalty bonus is paid in vouchers to employees achieving 10, 20, 30 and 40 years’ service at the Council |
| Attendance bonus | Paid in vouchers for 1 and 2 years of excellent attendance |
| Retention bonus | Paid to Refuse Loaders and Drivers in recognition of recruitment and retention difficulties in these areas |
| Cost of Living bonus | Paid as a ‘one off’ payment of £1500 to all members of staff earning less than £50,000 per annum |

The mean bonus gender pay gap is 13.7% in favour of males and reflects the fact that retention payments were introduced to combat recruitment and retention difficulties in Street Scene Services for site based staff, where the employees are all currently male. The median bonus paid to males in the period was £1600 and for females was £1500, resulting in a 6.25% median bonus pay gap. This is representative of the fact that all staff earning below £50,000 were paid a one-off ‘cost of living’ bonus of £1500 and annual retention payments of £2000 per annum were paid to HGV Drivers and Loaders in Street Scene Services. The proportion of females receiving a bonus is greater than for males, due to a larger number of females receiving loyalty and attendance awards during the period.

Whilst the gender pay gap has shifted from favouring females in 2022 to males in 2023, the difference is within a reasonable range and is far below the UK gender pay gap reported by the Office for National Statistics and is therefore not a concern. A structured job evaluation scheme, equal pay audits and family friendly policies are key to Hertsmere’s results. Whilst no specific action is identified as being required, gender pay and equal pay will continue to be monitored closely to ensure that Hertsmere maintains this position.

We confirm that the data provided is accurate and has been prepared in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Clare Noble

Acting Head of Human Resources

\*Median = middle number

\*\*Mean = average