**Hertsmere Borough Council Gender Pay Gap Report 2021**

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 men and women 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 men and women 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 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.

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

**March 2021** is below:

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mean for male | 17.90 | Mean for female | £17.61 | Mean gender pay gap | 1.62% |
| Median for Male | 15.44 | Median for female | 15.41 | Median gender pay gap | 0.19% |

**Bonuses Paid**

For Gender Pay reporting purposes, the classification of ‘bonus’ includes incentives and long service awards paid in vouchers. These are the only ‘bonuses’ which are applicable to Hertsmere Borough Council and relate to the period 1 April 2020 to 31 March 2021.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mean for male | 314.29 | Mean for female | 333.33 | Mean gender pay gap | -6.06% |
| Median for Male | 400 | Median for female | 400 | Median gender pay gap | 0% |

|  |  |  |  |
| --- | --- | --- | --- |
| Proportion of males with a bonus | 5.15% | Proportion of females with a bonus | 1.99% |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Quartile** | **Total staff** | **Male** | **Female** | **Male %** | **Female %** |
| Lower | 72 | 43 | 29 | 59.72% | 40.27% |
| Lower middle | 72 | 24 | 48 | 33.33% | 66.66% |
| Upper middle | 71 | 31 | 40 | 43.66% | 56.33% |
| Upper | 72 | 38 | 34 | 52.77% | 47.22% |

**Gender Pay Gap Analysis**

The UK gender pay gap for 2020 reported by the Office for National Statistics (at the time of publishing this report the 2021 figures was not yet available), is 15.5% for all employees and 7.4% for full time staff (in favour of men).  Hertsmere’s mean gender pay gap is 1.62% in favour of men and median pay gap is 0.19% in favour of men.  The gap has changed slightly since 2020 when the respective rates were 1% and 8.5% in favour of women.

The mean hourly rate for men at Hertsmere is £17.90 compared to £17.61 for women. The median hourly rate for men at Hertsmere is £15.44 compared to £15.41 for women.

The bonuses paid at Hertsmere relate to long service awards only this year. Incentive awards for attendance were paused as a result of the Covid 19 pandemic. The mean bonus gender pay gap is 6.06% in favour of women. The only long service awards paid this year were for 10 and 20 years’ service and a higher proportion of women gained 20 years’ service when compared to men The median calculation is more representative in this case, resulting in a 0% gap.

Results show that Hertsmere’s mean gender pay gap is not a concern. Whilst the gender pay gap has shifted from favouring women in 2020 to men in 2021 the difference is marginal and can be explained by a change in senior management structure and the appointment of a male employee. Annual equal pay audits, a structured job evaluation scheme and family friendly policies are key to Hertsmere’s positive 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.



Judith Fear

Head of Human Resources and Customer Services

\*Median = middle number

\*\*Mean = average