**Hertsmere Borough Council Gender Pay Gap Report 2022**

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 2022** is below:

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mean for male | 17.91 | Mean for female | 18.50 | Mean gender pay gap | -3.26% |
| Median for Male | 15.15 | Median for female | 15.52 | Median gender pay gap | -2.41% |

**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 2021 to 31 March 2022.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mean for male | 420 | Mean for female | 425 | Mean gender pay gap | -1.19% |
| Median for Male | 300 | Median for female | 400 | Median gender pay gap | -33.33% |

|  |  |  |  |
| --- | --- | --- | --- |
| Proportion of males with a bonus | 6.94% | Proportion of females with a bonus | 7.84% |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Quartile** | **Total staff** | **Male** | **Female** | **Male %** | **Female %** |
| Lower | 71 | 44 | 27 | 61.97% | 38.03% |
| Lower middle | 70 | 27 | 43 | 38.57% | 61.43% |
| Upper middle | 70 | 29 | 41 | 41.43% | 58.57% |
| Upper | 71 | 37 | 34 | 52.11% | 47.89% |

**Gender Pay Gap Analysis**

The UK gender pay gap for 2022 reported by the Office for National Statistics, is 14.9% for all employees and 8.3% for full time staff (in favour of men).  Hertsmere’s mean gender pay gap is -3.26% in favour of women and median pay gap is -2.41% in favour of women.  The gap has changed slightly since 2021 when the respective rates were 1.62% and 10.19% in favour of men.

The mean hourly rate for men at Hertsmere is £17.91 compared to £18.50 for women. The median hourly rate for men at Hertsmere is £15.15 compared to £15.52 for women.

The bonuses paid at Hertsmere relate almost entirely to long service awards since incentive awards for attendance were paused during the majority of the period, as a result of the Covid 19 pandemic. The mean bonus gender pay gap is -1.19% in favour of women. Loyalty awards were paid this year for 10, 20, 30 and 40 years’ service. Only one woman and no men received an award for 40 years’ service, which has led to the mean bonus gender pay gap favouring women.

Results show that Hertsmere’s mean gender pay gap is not a concern. Whilst the gender pay gap has shifted from favouring men in 2021 to women in 2022 the difference is marginal. A structured job evaluation scheme, equal pay audits 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