**Hertsmere Borough Council Gender Pay Gap Report 2019**

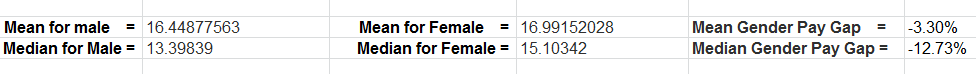
Hertsmere Borough Council is required to publish information about its Gender Pay Gap in accordance with the Public Sector Equality Duty on an annual basis. The statistics required include the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who 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

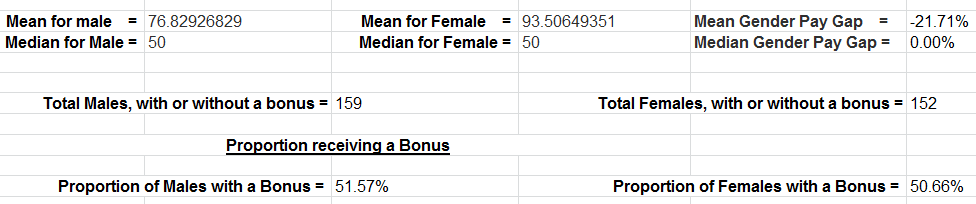
March 2019 is below:

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

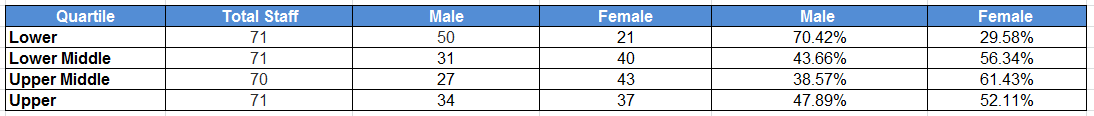


**Bonuses Paid**

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 2018 to 31 March 2019.



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



**Gender Pay Gap Analysis**

The UK median gender pay gap for 2019 reported by the Office for National Statistics is 17.3% for all employees and 8.9% for full time staff (in favour of men).  Hertsmere’s mean gender pay gap is 3.3% in favour of women and median pay gap is 12.73% in favour of women.  The gap has lessened slightly since 2018 when the respective rates were 4.64% and 16.13%

The mean hourly rate for men at Hertsmere is £16.45 compared to £16.99 for women.

The median hourly rate for men at Hertsmere is £13.39 compared to £15.10 for women.

Hertsmere’s median pay gap\* is higher than the mean pay gap\*\* because the data is skewed to the left. The lower quartile comprises 70.42% men and 29.58% women.  There is a larger proportion of men employed at the lower grades particularly in Waste Services which is why the data is skewed in this way.

The bonuses paid at Hertsmere relate to long service awards and incentive awards for attendance. The mean bonus gender pay gap is 21.71% in favour of women. The gap is due to the fact that there were two long service awards for 30 years, paid to female employees and only one at this level paid to a male employee. Sixty percent of long service awards were issued to female employees this year, which has skewed the result. 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 median gender pay gap at first glance appears disproportionate, the reasons for this are explained above. Annual equal pay audits, a structured job evaluation scheme 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.



Judith Fear

Head of Human Resources and Customer Services

\*Median = middle number

\*\*Mean = average