**Hertsmere Borough Council Gender Pay Gap Report 2020**

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 2020** is below:

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mean for male | 16.94 | Mean for female | 17.11 | Mean gender pay gap | -1.00% |
| Median for Male | 14.00 | Median for female | 15.19 | Median gender pay gap | -8.50% |

**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 2019 to 31 March 2020.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mean for male | 69.93 | Mean for female | 90.81 | Mean gender pay gap | -29.85% |
| Median for Male | 50 | Median for female | 50 | Median gender pay gap | 0% |

|  |  |  |  |
| --- | --- | --- | --- |
| Proportion of males with a bonus | 47.13% | Proportion of females with a bonus | 43.31% |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Quartile** | **Total staff** | **Male** | **Female** | **Male %** | **Female %** |
| Lower | 72 | 44 | 28 | 61.11% | 38.88% |
| Lower middle | 71 | 34 | 37 | 47.88% | 52.11% |
| Upper middle | 71 | 28 | 43 | 39.43% | 60.56% |
| Upper | 72 | 36 | 36 | 50% | 50% |

**Gender Pay Gap Analysis**

The UK gender pay gap for 2020 reported by the Office for National Statistics 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% in favour of women and median pay gap is 8.5% in favour of women.  The gap has lessened slightly since 2019 when the respective rates were 3.3% and 12.73% in favour of women.

The mean hourly rate for men at Hertsmere is £16.94 compared to £17.11 for women. The median hourly rate for men at Hertsmere is £14.00 compared to £15.19 for women.

Hertsmere’s median pay gap\* is higher than the mean pay gap\*\* because the data is skewed because the lower quartile comprises 61.11% men and 38.88% 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 29.85% in favour of women. The gap is due to the fact that the highest long service award paid this year was for 40 years’ service. There was only one 40 year service award and this was paid to a female employee. 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