

## Castle Point Borough Council - Gender Pay Reporting as at March 2018

### Gender Pay calculations

1	Mean Gender Pay Gap:	7% (Males are higher than Females)			
2	Median Gender Pay Gap:	-10% (Males are lower than Females)			
3	Mean Bonus Pay Gap:	0%			
4	Median Bonus Pay Gap:	0%			
5	Proportion of Males receiving a bonus payment:	0%			
6	Proportion of Females receiving a bonus payment:	0%			
7	Proportion of Males and Females in each quartile:				
	Quartile	Total Employees	Male Employees		Female Employees
	Lower Quartile	82	32	39%	50
	Lower Middle Quartile	82	46	56%	36
	Upper Middle Quartile	81	24	30%	57
	Upper Quartile	81	42	52%	39

### Commentary on Gender Pay calculations

- 1 This calculation requires an employer to show the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.  
A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.  
Therefore the Mean Gender Pay Gap calculation looks at the difference between the average hourly pay of all males and the average hourly pay of all females.  
The male mean average is: £14.31 (£13.51 at March 2017)  
The female mean average is: £13.25 (£13.12 at March 2017)  
As at March 2018 the mean average male earned 7% more than the mean average female.
- 2 This calculation requires an employer to show the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.  
A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.  
Therefore the Median Gender Pay Gap looks at the difference between the hourly pay of the middle male employee compared to that of the middle female employee.  
The total number of male employees was: 144 (also 144 at March 2017)  
The median male employee's hourly pay was: £10.69 (£10.33 at March 2017)  
The total number of female employees was: 182 (173 at March 2017)  
The median female employee's hourly pay was: £11.74 (£11.62 at March 2017)  
As at March 2018 the median male earned 10% less than the median female.
- 3 to 6 The next four required calculations are based on bonus pay.  
In accordance with the Council's Pay Policy the Council does not pay bonus pay and therefore there are no pay gaps calculations required.
- 7 This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. Two quarters remain quite comparable in terms of the split between male and female employees. The lower quartile proportion of females to males has increased since March 2017. The upper middle quarter continues to have around two and a half times the number of female employees compared to male.

### **Summary and further information**

This is the second time that the Council has published gender pay information.

These calculations have been done based on Castle Point Borough Council's payroll data for March 2018, using guidance provided by ACAS (the Advisory, Conciliation and Arbitration Service)

As the calculations reflect a snapshot at a point in time there will be inevitably be variations each time the calculations are done, as different employees leave or join the council, or from other changes in amounts earned.

Based on the data as at March 2018 there are no significant variances between male and female pay. There are some indicators where female pay and or female employee numbers remain in excess of male, primarily on the median average and on those employees in the upper middle quartile, as they were at March 2017.

Further information on pay can be found in the Council's Pay Policy, which is available on the Council's website.