

Castle Point Borough Council - Gender Pay Reporting as at March 2019

Gender Pay calculations

1	Mean Gender Pay Gap:	6.3% (Males are higher than Females)			
2	Median Gender Pay Gap:	-12.5% (Males are lower than Females)			
3	Mean Bonus Pay Gap:	0.0%			
4	Median Bonus Pay Gap:	0.0%			
5	Proportion of Males receiving a bonus payment:	0.0%			
6	Proportion of Females receiving a bonus payment:	0.0%			
7	Proportion of Males and Females in each quartile:				
	Quartile	Total Employees	Male Employees		Female Employees
	Lower Quartile	87	34 39.1%		53 60.9%
	Lower Middle Quartile	87	49 56.3%		38 43.7%
	Upper Middle Quartile	87	24 27.6%		63 72.4%
	Upper Quartile	87	38 43.7%		49 56.3%

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: **£14.32** (£14.31 at March 2018)
The female mean average is: **£13.41** (£13.25 at March 2018)
As at March 2019 the mean average male earned 6.3% more than the mean average female.
(7.4% at March 2018)
- 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: **145** (144 at March 2018)
The median male employee's hourly pay was: **£10.64** (£10.69 at March 2018)
The total number of female employees was: **203** (182 at March 2018)
The median female employee's hourly pay was: **£11.97** (£11.74 at March 2018)
As at March 2019 the median male earned 12.5% less than the median female (9.7% at March 2018).
- 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.
- The bottom two quartiles remain comparable in terms of the split between male and female employees to the data reported at March 2018.
 - The upper middle quarter continues to have around two and a half times the number of female employees compared to male.
 - The upper quartile now has more females than male, at March 2018 there were more males than females.

Summary and further information

This is the third 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 2019, 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 2019 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 two quartiles.

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