

Exeter City Council

Gender Pay Gap Report 2017

1 Purpose and scope of the Report

- 1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report.
- 1.2 The Act requires that an authority must report on the following information: (see Appendix 1)
 - Their mean gender pay
 - Their median gender pay gap
 - Their mean bonus gender pay gap
 - Their median bonus gender pay gap
 - Their proportion of males receiving a bonus payment
 - Their proportion of females receiving a bonus payment
 - Their proportion of males and females in each quartile pay band
- 1.3 Calculations:
 - Mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
 - Median average involves listing all of the numbers in numerical order. The median is the middle figure.
- 1.4 Exeter City Council does not operate any bonus schemes.
- 1.5 The relevant or snapshot date is the key date on which the calculations must be made. The first relevant date is 31st March 2017. It is also the date from which an employer has a year to publish their gender pay report.

2 Findings and Observations

- The average rate of pay for females is higher than males across the Council.
- The difference is less than 1%.
- There are more males in the lower quartile of earnings.

3 Transparency & Publication of Data

- 3.1 This report will be reviewed annually to track the relationship between both females and males earnings.
- 3.2 The Council will publish its Gender Pay Gap Report on the Exeter City Council website, as well as on the centrally held database on gov.uk.

- 3.3 Exeter City Council pay and reward policies and procedures are operated within the framework of JNC and NJC terms as nationally negotiated and agreed and supplemented by local agreements. The Council applies the national framework for job evaluation and works within equality and equal pay legislation in order to apply all pay related issues in a fair, consistent and transparent way.

Equality Impact Considerations

- 3.4 Although not directly connected to the gender pay gap the principles of equal pay are integral to this report and applied consistently within the pay and reward frameworks adopted by Exeter City Council. The definition of Equal Pay is:
- Like work where the woman and the man are doing the same job
 - Work rated as equivalent where the 2 jobs are different but have been evaluated by the employer's job evaluation scheme at the same level/grade
 - Work of equal value where the jobs are different but an argument is made that both jobs should be regarded as being of equal value or worth.

1. Gender Pay Report (31st March 2017)

Results (hourly rates to 3 decimal places)

Mean Female Pay	£12.734
Mean Male Pay	£12.634
Mean Gender Pay Gap	-0.8%

Median Female Pay	£11.086
Median Male Pay	£10.463
Median Gender Pay Gap	-6.0%

Mean Female Bonus Pay	£0.00
Mean Male Bonus Pay	£0.00
Mean Gender Pay Gap	0.0%

Median Female Bonus Pay	£0.00
Median Male Pay	£0.00
Median Gender Pay Gap	0.0%

Number of Females receiving Bonus Pay	0
Number of Males receiving Bonus Pay	0
Proportion of Females receiving Bonus Pay	0.0%
Proportion of Males receiving Bonus Pay	0.0%

Quartile	Female	Male
Lower	21.2%	78.8%
Lower Middle	52.4%	47.6%
Upper Middle	58.2%	41.8%
Upper	43.0%	57.0%