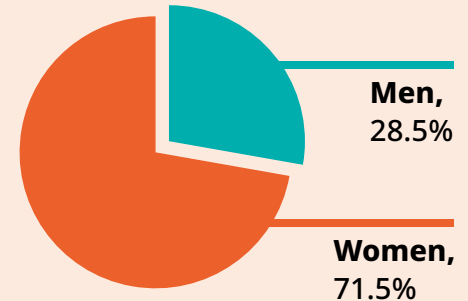# Gender pay gap report

Wiltshire Council (based on data from 31 March 2020)

Under the Equality Act 2010 (specific duties and public authorities) regulations 2017, gender pay gap reporting requires organisations with 250 or more employees to publish a gender pay gap report.

Mean Gap*

Men's mean hourly rate is **9.8%** higher than women's

Compared to **9.4%** in March 2019 this gap has increased.

Median Gap**

Men's median hourly rate is **5.5%** higher than women's

Compared to **6.1%** in March 2019 this gap has decreased.

Average hourly rate

Men: Mean hourly rate of **£16.11**
Median hourly rate of **£14.42**

Women: Mean hourly rate of **£14.53**
Median hourly rate of **£13.63**

Gender pay gap changes

The median hourly rates for both male and female staff have risen this year, with female pay increasing slightly more, causing a slight decrease (improvement) in the median pay gap. This was influenced by a slight adjustment as a result of new pay scale ranges. We note the slight change to the mean and will continue to monitor this.

Headcount: 4493
3214 women, 1279 men

Men, 28.5%

Women, 71.5%

The headcount figures are based on the GPG reporting requirements

£ = £

The gender pay gap is different to equal pay. The council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work and has appropriate job evaluation, processes, pay audits and gradings structures in place to support this.

Gender bonus payment gap

The mean and median bonus pay gap is 0.0%. 0.2% of males received a bonus and 0.4% of females received a bonus. These all relate to bonus payments and are the result of 16 women and three men receiving the Long Service Award of £150.

Our gender pay gap is less than both the national gender pay gap figures for the whole economy (ONS ASHE provisional figures 2020), and the national public sector figures.

Wiltshire Council gender pay gap
Mean: **9.8%**
Median: **5.5%**

National Public Sector gender pay gap
Mean: **14.5%**
Median: **15.8%**

National Economy gender pay gap
Mean: **14.6%**
Median: **15.5%**

* Mean – the average of a set of numbers. This is achieved by adding up the values and then dividing by the number of values
** Median – the middle number in a ranked list of numbers. The median is used to determine an approximate average.
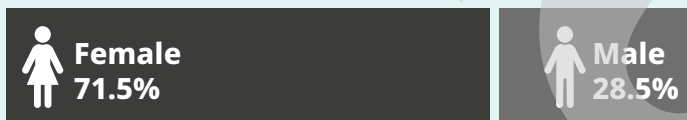
Wiltshire Council

Pay Quartiles

Upper
Female 61.9%   **Male 38.1%**

Upper middle
Female 74.8%   **Male 25.2%**

Lower middle
Female 73.8%   **Male 26.2%**

Lower
Female 75.7%   **Male 24.3%**

Our workforce demographics:
Female 71.5%   **Male 28.5%**

The quartile split for each of the four pay quartiles is broadly in line with our workforce demographics of 71.5% female and 28.5% male. However, there are proportionately slightly more females in the first three quartiles and fewer females in the upper pay quartile (highest pay). This is a key factor for the gender pay gap, as (proportionately) more women at lower grades and fewer women at higher grades affects the mean and median pay for the female workforce, as shown in the data to the left. For there to be no gender pay gap, you would expect to see the workforce demographics (71.5% female and 28.5% male) reflected in each of these quartiles. The data indicates that there has been a 1.2% decrease in female staff in the upper pay quartile since 2019. However, female staff also saw a 0.5% decrease in the lowest quartile compared to last year.

Further analysis of our pay scales indicates women are represented proportionately to our workforce demographics up to grade K (currently up to £34,728) after which point the proportion of women across the more senior grades is less than the proportion of women in the workforce as a whole. There are likely to be a variety of reasons for this, including social factors and the council seeks to remove any organisational barriers wherever possible. We recognise, however, that we need to carry out more work to support women into senior roles.

Actions to support gender pay equality

- Continue to offer and promote a range of flexible working options, including improving our offering at senior level.

- Launch a reverse mentoring pilot.

- Encourage and promote participation and membership of our staff networks.

- Rollout diversity and inclusion training to senior managers and councillors.

- Develop a new inclusion and diversity strategy to include actions to support women as well as other minority groups.

- Embed inclusive practice into our policies and procedures.

- Introduce inclusion and diversity champions from across the organisation and the leadership team to support the delivery of the inclusion strategy.

- Promote leadership, development coaching and mentoring opportunities to under-represented groups.

- Highlight senior role models through events and communications to help break gender stereotypes.

Wiltshire Council