Gender Pay Data at 31 March 2018

From April 2017, under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap calculations every year. We are required to calculate the following gender pay data:

* Gender pay gap (mean and median averages)
* Gender bonus gap (mean and median averages)
* Proportion of men and women receiving bonuses
* Proportion of men and women in each quartile of the organisation’s pay structure.

We are required to publish this data on our own website and the Gender Pay Gap service government website. The deadline for March 2018 data publication is 30 March 2019.

2018 salary data will be based on the snapshot date of 31 March 2018.

2018 bonus data will include all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2018

# Data

* The difference between the mean hourly rate of pay for a male employee and a female employee is **5.55%** (\*)
* The difference between the median hourly rate of pay for a male employee and a female employee is **0.92** (\*)
* The difference between the mean bonus paid to male employee and female employee is **100%** (\*)
* The difference between the median bonus paid to male employee and female employees is **100%** (\*)
* The proportion of male employees who were paid bonus pay is **0.37%**
* The proportion of female employees who were paid bonus pay is **0.00%**
* The proportion of male and female in the lower, lower middle, upper middle and upper quartile pay bands as per table below;

| **Quartile** | **Lower** | **Lower middle** | **Upper middle** | **Upper** |
| --- | --- | --- | --- | --- |
| **% Males** | 51% | 42% | 42% | 55% |
| **% Females** | 49% | 58% | 58% | 45% |

# Explanatory notes

(\*) This is expressed as a percentage of men’s earnings where a positive figure indicates that women earn less than men and a negative figure indicates that women earn more than men.

The mean hourly rate of pay has gone up from 3.65% to 5.55%. This might be explained by a quite senior female leaver.

The median hourly rate of pay has gone down from 3.40% to 0.92%. This is the most meaningful measure that demonstrates that the men and women are paid similarly with a very small difference.

Bonus is not usually relevant to Chichester District Council employees and is exceptionally paid. The relevant employees form a very small proportion of the staff as demonstrated in the proportion percentages and have resulted in very large mean and median difference percentages. In the reference period for this publication, only 1 male employee, who was still employed at 31.03.18, qualified.