Gender Pay Data at 31 March 2019

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 2019 data publication is 30 March 2020.

2019 salary data will be based on the snapshot date of 31 March 2019.

2019 bonus data will include all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2019

# Data

* The difference between the mean hourly rate of pay for a male employee and a female employee is **-1.92%** (\*)
* The difference between the median hourly rate of pay for a male employee and a female employee is **-6.36** (\*)
* The difference between the mean bonus paid to male employee and female employee is **49%** (\*)
* The difference between the median bonus paid to male employee and female employees is **50%** (\*)
* The proportion of male employees who were paid bonus pay is **0.36%**
* The proportion of female employees who were paid bonus pay is **0.37%**
* 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** | 62% | 49% | 40% | 54% |
| **% Females** | 38% | 51% | 60% | 46% |

# 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 down from 5.55% to -1.92%.

The median hourly rate of pay has gone down from 0.92% to -6.36%.

This demonstrates that the women are paid more than men.

The significant change to these 2 figures can be explained by the externalising of our Careline service which would have been mainly staffed by our lower skilled staff who in this area would have been females. Chichester District Council still deals with its refuse collection internally which employs mainly lower skilled staff in a male environment.

This is also reflected by the switch in distribution of males and females. In the lower and lower middle quartile the proportion of males has gone up. In the Upper middle and upper the proportion of males has gone down.

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. Only 2 members of staff in the relevant period received a bonus payment. One male and one female. The male’s bonus was larger by around 50% in this particular year.