Gender Pay Data at 31 March 2020

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 usually required to publish this data on our own website and the Gender Pay Gap service government website. This usual deadline for March 2020 data publication would be 30 March 2021. Due to the current pandemic this obligation has been put on hold but Chichester District Council has chosen to produce this information nevertheless.

2020 salary data will be based on the snapshot date of 31 March 2020.

2020 bonus data will include all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2020

# Data

* The difference between the mean hourly rate of pay for a female employee and a male employee is  **2.74%**
* The difference between the median hourly rate of pay for a female employee and a male employee is **8.24%**
* There was no difference the bonus paid to male employee and female employee as no bonus was paid
* The proportion of male employees who were paid bonus pay is **0%**
* The proportion of female employees who were paid bonus pay is **0%**
* 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** | 61% | 56% | 42% | 50% |
| **% Females** | 39% | 44% | 58% | 50% |

# Explanatory notes

The mean hourly rate of pay has changed from 1.92% to 2.74% in favour of women

The median hourly rate of pay has changed from 6.36% to 8.24% in favour of women.

This demonstrates that on average women are now paid slightly more than men at Chichester District Council.

A factor in determining the figures is that the Council continues to have in-house waste collection, street cleaning and grounds maintenance services which include a significant number of largely male lower paid staff.

This is also reflected by the distribution of males and females. In the lower quartile the proportion of males remains higher than females. In the lower middle the proportion of males has become somewhat higher than females. In the upper middle the position remains very little changed whilst in the upper the proportion is currently exactly level between males and females.

Bonus was not paid to any member of staff at Chichester District Council employees during the reference period.