Gender Pay Data at 31 March 2021

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 2021 data publication is 30 March 2022.

2021 salary data will be based on the snapshot date of 31 March 2021.

2021 bonus data will include all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2021

# Data

* The difference between the mean hourly rate of pay for a female employee and a male employee is **4.62%**
* The difference between the median hourly rate of pay for a female employee and a male employee is **10.28%**
* The difference between the mean bonus paid to male employee and female employee is **28%**
* The difference between the median bonus paid to male employee and female employees is **25%**
* The proportion of male employees who were paid bonus pay is **37.67%**
* The proportion of female employees who were paid bonus pay is **24.33%**
* 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** | 66% | 50% | 44% | 51% |
| **% Females** | 34% | 50% | 56% | 49% |

# Explanatory notes

The mean hourly rate of pay has changed from 2.74% to 4.62% in favour of women.

The median hourly rate of pay has changed from 8.24% to 10.28% in favour of women.

This demonstrates that on average the trend started in 2020 continues and women are paid more than men at Chichester District Council. 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 reflected by the distribution of males and females. In the lower quartile the proportion of males remains higher than females.

In the lower middle quartile the proportion is 50/50 and upper middle the proportion of females has become somewhat higher than males. In the upper the proportion remains stable around the 50% for both males and females.

No members of staff were paid a bonus in strict terms. However a very small Voucher (which counts as a bonus under the Gender Pay Gap Reporting) was awarded this year to members of staff who worked particularly hard to support the Council through the first lockdown. This was issued across the Council but the higher proportion was given to the in-house waste collection team which is male dominated as previously highlighted.