

Dorset County Council

# Gender Pay Gap Report 2018



Dorset County Council

**Human Resources & Organisational Development**

**DORSET COUNTY COUNCIL** County Hall, Colliton Park, Dorchester, Dorset, DT1 1XJ

# Dorset County Council

## Gender Pay Gap 2018

All public sector employers are required to publish information about gender pay gaps by 31 March 2019. This information is based on a snapshot date of 31 March 2018. At this date, the following comprises of overall workforce data together within the gender pay gap requirements.

### Workforce Demographic

The total headcount for Dorset County Council, required for reporting as at 31 March 2018 was 3,812.

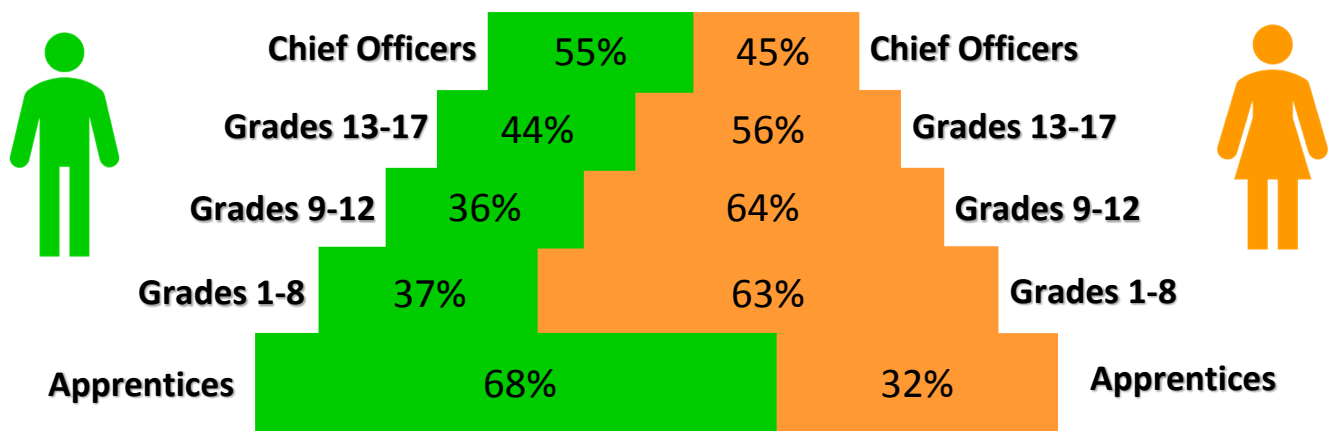
### Total workforce demographic:



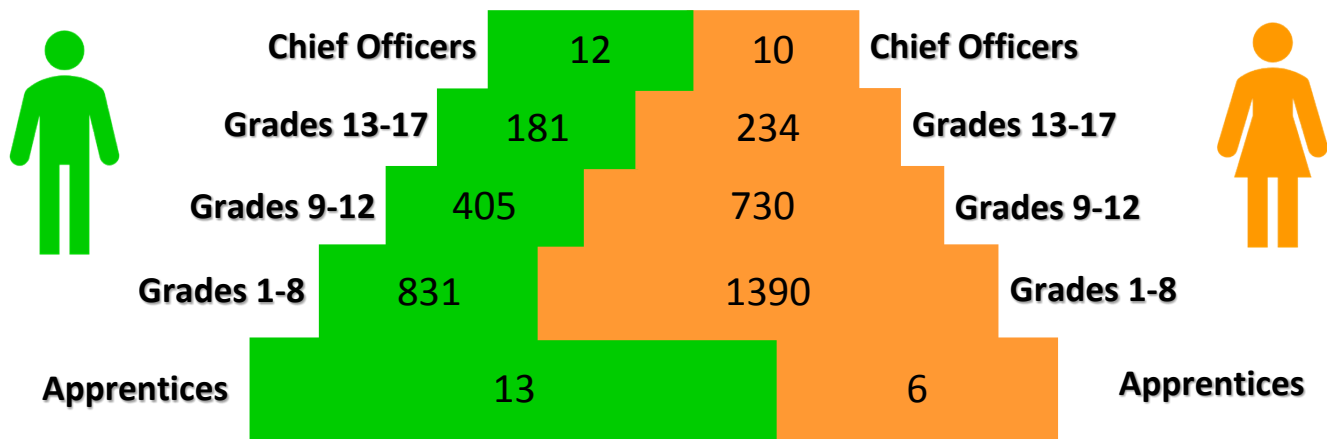
### How is Dorset County Council made up?

Most of the 3812 (c92%) members of staff are employed on Green Book Terms and Conditions. The remainder are on other T&Cs, including Soulbury and teaching, with others on TUPE protected T&Cs from previous employments. In these cases, to demonstrate the make-up of the county council, the full time equivalent salaries for these posts have been assimilated onto the DCC pay and grading structure, detailed below:

### Gender split as percentage per grade



## Gender split as headcount per grade



## Gender Pay Gap explained

The gender pay gap does not show differences in pay for comparable jobs. Equal pay deals with the pay differences between men and women receiving equal pay for equal work and this is illegal. The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings.

### What do we include?

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees
<b>Mean Bonus Gap</b>	The difference between the mean bonus pay paid to male employees and that paid to female employees
<b>Median Bonus Gap</b>	The difference between the median bonus pay paid to male employees and that paid to female employees
<b>Bonus Proportions</b>	The proportion of male and female employees who were paid bonus pay during the relevant period
<b>Quartile Pay Band</b>	The proportion of male and female employees in the upper, upper middle, lower middle and lower quartile pay bands

## Calculating and understanding the pay gap

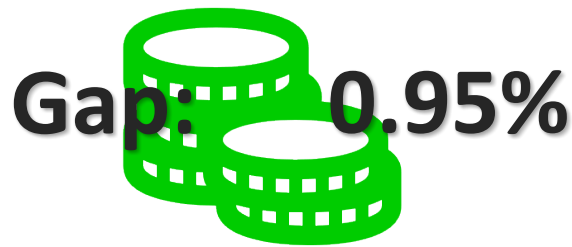
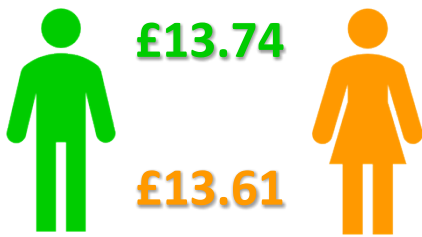
$$\frac{\text{Mean (or median) £ per hour for males} - \text{mean (or median) £ per hour for females}}{\text{Mean (or median) £ per hour for males}} \times 100$$

- A **positive** percentage figure indicates that generally, female employees have lower pay/bonuses.
- A **negative** percentage figure indicates that generally, male employees have lower pay/bonuses.

- A zero percentage figure indicates that there is no gap or completely equal pay/bonuses.

### Our Gender Pay Gap – 31 March 2018

#### Mean hourly pay:

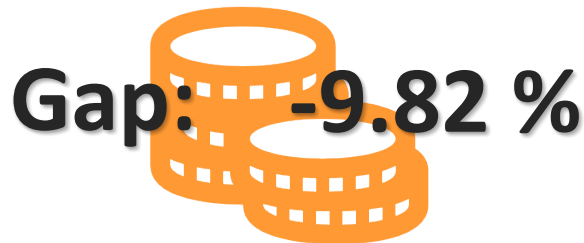


#### How do we compare?

Figures below from the Office of National Statistics 2017 Annual Survey of Hours and Earnings

National Average	Public Sector Average	South West Public Sector Average
17.4%	17.7%	19.6%

#### Median hourly pay:



#### How do we compare?

Figures below from the Office of National Statistics 2017 Annual Survey of Hours and Earnings

National Average	Public Sector Average	South West Public Sector Average
18.4%	19.4%	24.7%

The median hourly pay gap indicates that male employees generally have lower pay. This is due to 63% of the workforce being female, so a greater proportion of women within the authority.

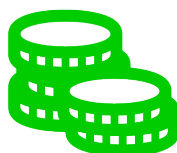
#### Proportion of men and women receiving bonuses

The council has also been asked to publish the difference in mean and median bonus pay between male and female employees and the proportions of males and female employees who were paid bonus pay.

Dorset County Council does not normally pay bonuses. However, there are a very small number of individuals that transferred into the council under TUPE who do receive a bonus payment under their protected terms and conditions.

Out of the overall workforce of 3,812, less than 1% of employees (31 people) receive a bonus payment.

#### Mean bonus pay:



#### Median bonus pay:



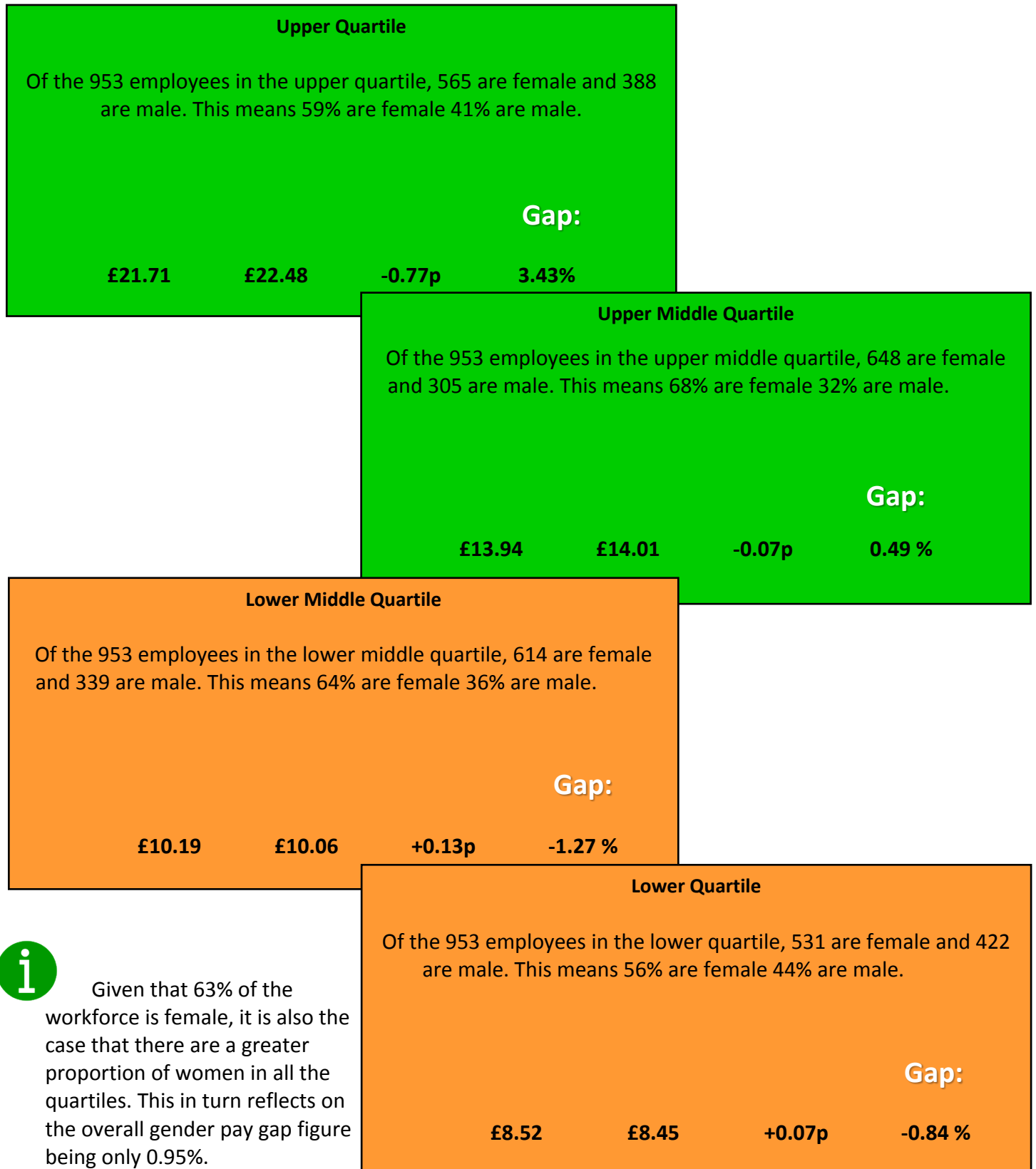
# Gap: 1.61%

# Gap: -1.82%

## Proportion of men and women in each quartile of the pay structure

This data shows the proportions of male and female employees in four pay quartiles (the workforce is divided into four equal parts). Presenting the data in four quartiles compares the distribution of full-time equivalent pay for the male and female employees across the authority who are included in the report.

The mean gap is calculated on their hourly pay.



Given that 63% of the workforce is female, it is also the case that there are a greater proportion of women in all the quartiles. This in turn reflects on the overall gender pay gap figure being only 0.95%.

