

Castle Point Borough Council - Gender Pay Reporting as at March 2020

Gender Pay calculations

1	Mean Gender Pay Gap;	6.3% (Males are higher than Females)				
2	Median Gender Pay Gap:	-12.6% (Males are lower than Females)				
3	Mean Bonus Pay Gap:	0.0%				
4	Median Bonus Pay Gap:	0.0%				
5	Proportion of Males receiving a bonus payment:	0.0%				
6	Proportion of Females receiving a bonus payment:	0.0%				
7	Proportion of Males and Females in each quartile:					
	Quartile	Total Employees	Male Employees		Female Employees	
	Lower Quartile	88	39	44.3%	49	55.7%
	Lower Middle Quartile	87	47	54.0%	40	46.0%
	Upper Middle Quartile	87	20	23.0%	67	77.0%
	Upper Quartile	87	40	46.0%	47	54.0%

Commentary on Gender Pay calculations

- 1 This calculation requires an employer to show the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.
A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
Therefore the Mean Gender Pay Gap calculation looks at the difference between the average hourly pay of all males and the average hourly pay of all females.
The male mean average is: **£15.00** (£14.32 at March 2019)
The female mean average is: **£14.05** (£13.41 at March 2019)
As at March 2020 the mean average male earned 6.3% more than the mean average female.
(6.3% at March 2019)
- 2 This calculation requires an employer to show the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.
A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.
Therefore the Median Gender Pay Gap looks at the difference between the hourly pay of the middle male employee compared to that of the middle female employee.
The total number of male employees was: **146** (145 at March 2019)
The median male employee's hourly pay was: **£10.96** (£10.64 at March 2019)
The total number of female employees was: **203** (182 at March 2019)
The median female employee's hourly pay was: **£12.35** (£11.97 at March 2019)
As at March 2020 the median male earned 12.6% less than the median female (12.5% at March 2019).
- 3 to 6 The next four required calculations are based on bonus pay.
In accordance with the Council's Pay Policy the Council does not pay bonus pay and therefore there are no pay gaps calculations required.
- 7 This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. All four quartiles remain comparable in terms of the split between male and female employees to the data reported at March 2019.

Summary and further information

This is the fourth time that the Council has published gender pay information.

These calculations have been done based on Castle Point Borough Council's payroll data for March 2020, using guidance provided by ACAS (the Advisory, Conciliation and Arbitration Service).

As the calculations reflect a snapshot at a point in time there will be inevitably be variations each time the calculations are done, as different employees leave or join the council, or from other changes in amounts earnt.

Based on the data as at March 2020 there are no significant variances between male and female pay. There are some indicators where female pay and or female employee numbers remain in excess of male, primarily on the median average and on those employees in the upper two quartiles.

Further information on pay can be found in the Council's Pay Policy, which is available on the Council's website.