
South Hams District Council

Gender Pay Gap Report 2018



1. Purpose and scope of the Report

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report.

The Act requires that an authority must report on the following information: (see page 4)

- The mean gender pay
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

2. Definitions and Calculations:

❖ Mean average

This involves adding up all of the numbers and dividing the result by how many numbers were in the list.

❖ Median average

This involves listing all of the numbers in numerical order. The median is the middle figure.

❖ Ordinary Pay

The report reflects 'ordinary pay'. Ordinary pay is defined in regulation 3 and it includes basic pay, allowances and shift premium pay.

❖ Bonus Pay

Bonuses are defined in regulation 4. They include anything that relates to profit sharing, productivity, performance, incentive and commission.

Bonus pay does not include pay related to paid overtime, allowances, shift premium pay, redundancy or termination of employment, pay in lieu of annual leave or pay which is not money.

At South Hams District Council the only group of staff that regularly receive a performance bonus are the staff working afloat at the Dartmouth Lower Ferry. This performance bonus was

withdrawn by a collective agreement with the recognised trade union from effect of 1 January 2018.

The other form of bonus pay payable by South Hams District Council is in accordance with its Merit Pay Policy which rewards exceptional performance with a one-off payment.

3. Relevant or snapshot date

The relevant or snapshot date is the key date on which the calculations must be made. The relevant date for this report is **31st March 2017** and it therefore reflects pay on that date and not pay received at the date of publication.

4. Findings and observations

The report (see page 4) shows that the mean and medium rate of pay for females are higher than for males.

The hourly mean pay for females is £12.42, compared to £11.51 for males. This gives a mean gender pay gap of -7.91%.

The hourly medium pay for females is £10.91, compared to £9.62 for males. This gives a medium gender pay gap of -13.41%.

Three quarters of employees in the Lower Quartile (76.3%) are male. This reflects the density of male employees in frontline services, such as waste and recycling where the salaries are lower on average than in other service areas.

This pattern is repeated in the Lower Middle Quartile, where 7 out of ten employees are male (79.9%).

The pattern is reversed when looking at the Higher Middle Quartile, where a majority of employees are female (62.4%). The main role captured within this quartile is in Case Management, which provides the business and administrative support to the organisation.

In the Upper Quartile, broadly half of employees are female (47.8%). The main roles captured in this quartile are Specialists carrying out professional services such as Environmental Health, Planning, Housing and Benefits, Finance, Legal and Information Technology.

The Council's Senior Leadership Team consists of 6 people. Of those, 3 are employed by SHDC and the remaining 3 by West Devon Borough Council. Of the 6 members of SLT, 3 are female.

5. Future action

The report demonstrates that the Council does not have a gender pay gap. In part, this is due to the high density of male employees in front line services where the salary levels are in the Lower and Lower Middle Quartile. However, there is clear evidence that female employees occupy senior positions in the Council.

The Council remains committed to maintaining a fair and equitable pay and grading system and it will continue to monitor the distribution of salaries between genders.

Through the Council's job evaluation scheme, it can demonstrate that female and male employees are paid the same rate of pay for the same work, like work, or work rated as equivalent in accordance with its obligations under the equal pay provisions in the Equalities Act.

6. Shared workforce with West Devon Borough Council

The Council operates a shared workforce with West Devon Borough Council (WDBC) for many services. WDBC does not need to report its gender pay gap as it employs fewer than 250 people.

In the spirit of transparency, the gender pay gap report when taking into consideration the employees of both Councils is shown on page 5.

The joint report shows that the mean gender pay gap is higher at -8.51%, compared to -7.91% for South Hams as a sole employer.

However, the median gender pay gap falls from -13.41% to -6.32%.

South Hams District Council – Gender Pay Gap Report – March 2018

Category of employee	£ per hour	
Mean Female Pay	£12.42	
Mean Male Pay	£11.51	
Mean Gender Pay Gap	-7.91%	
Median Female Pay	£10.91	
Median Male Pay	£9.62	
Median Gender Pay Gap	-13.41%	
Mean Female Bonus Pay	£350.38	
Mean Male Bonus Pay	£114.95	
Mean Gender Pay Gap	-204.81%	
Median Female Bonus Pay	£500.00	
Median Male Bonus Pay	£51.15	
Median Gender Pay Gap	-877.50%	
Number of Females receiving Bonus pay	3	
Number of Males receiving Bonus pay	16	
Proportion of Females receiving Bonus Pay	1.97%	
Proportion of Males receiving Bonus Pay	7.31%	
Quartile	Female	Male
Lower	23.7%	76.3%
Lower Middle	30.1%	69.9%
Upper Middle	62.4%	37.6%
Upper	47.8%	52.2%

*South Hams District Council and West Devon Borough Council shared workforce –
Gender Pay Gap Report – March 2018*

Mean Female Pay	£13.12	
Mean Male Pay	£12.09	
Mean Gender Pay Gap	-8.51%	
Median Female Pay	£10.60	
Median Male Pay	£9.97	
Median Gender Pay Gap	-6.32%	
Quartile	Female	Male
Lower	32.2%	67.8%
Lower Middle	38.3%	61.7%
Upper Middle	62.6%	37.4%
Upper	50.4%	49.6%