

## Gender pay gap 2020

Gender pay gap reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. We have also published our gender pay gap data as at 31st March 2020 on the government website

We had 580 employees in scope for the gender pay gap exercise.

In 2020, 47% of our workforce was female (311) and 53% male (269).

The mean gender pay gap is the difference between the mean hourly rate of pay for males (£13.49) and females (£13.38).

For 2020, this was 0.8%. This has reduced from 4.44% in 2019.

The median gender pay gap is the difference between the median hourly rate of pay for males (£11.85) and females (£11.09).

For 2020, this was 6.4%, which has reduced from 9.95% in 2019.

We have no bonus payments for 2020 that fall in the gender pay gap category.

### Additional information

The percentage of females in the lower and upper quartiles has remained the same as in 2019. The upper quartile is very similar to the overall gender split of the council.

The percentage of females in the lower and upper quartiles remain the same as in 2019.

There has been a 2% decrease of females in the upper middle quartile.

The upper quartile is similar to the overall gender split of the council

#### Lower Quartile

- A slight reduction in the % of women in the lower quartile. There are also less women in the lower quartile compared to other authorities and this is likely to be due to SKDC having an in-house waste and recycling service with large male workforce

#### Lower Middle Quartile

- The lower middle quartile remains broadly similar when compared to the previous year

#### Upper Middle Quartile

- Reduction in the number of men in the upper middle quartile, as a result of changes in the upper quartile. Also more male leavers in this quartile again reducing the number of males (15 leavers, 3 new starters, overall reduction of 12)

## Upper Quartile

- There is an increase in the number of males in the upper quartile. This is due to a change in the way the information has been calculated to include multi skill payments for Repairs' operatives. Previous reporting was based on their basic pay (updated guidance indicates that these payments should be included in normal pay for gender pay gap calculations).

<b>Quartile</b>	<b>Male</b>	<b>Female</b>
Lower Quartile	66%	34%
Lower Middle Quartile	41%	59%
Upper Middle Quartile	49%	51%
Upper Quartile	60%	40%