

## Gender pay gap 2021

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 2021 on the government website

We had 564 employees in scope for the gender pay gap exercise.

In 2021, 47% of our workforce was female (266) and 53% male (298).

The mean gender pay gap is the difference between the mean hourly rate of pay for males and females. In 2021 the mean hourly rate for males is £13.36 and females £13.30.

For 2021, the mean gender pay gap is 0.45%. This has reduced from 0.8% in 2020.

The median gender pay gap is the difference between the median hourly rate of pay for males and females. For 2021 the median hourly rate for both males and females is £11.36.

For 2021, the median pay gap is 0%, which has reduced from 6.4% in 2020.

We have no bonus payments for 2021 that fall in the gender pay gap category.

### Additional information

The percentage of females in the lower quartile has remained the same as in 2020. The percentage split in the upper middle quartile is very similar to the overall gender split of the council.

#### Lower Quartile

- There is no change in the percentage split between males and females in the lower quartile. There are 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

- There is a 2% reduction of males in the lower middle quartile when compared to the previous year.

#### Upper Middle Quartile

- There is a 3% shift in the percentage split between males and females in the upper middle quartile, with an increase in females and decrease in males in this quartile.

## Upper Quartile

- There is a slight increase of 2% in the number of males in the upper quartile. This is due to a slight reduction in the number of females in scope within this quartile when compared to the previous year.

<b>Quartile</b>	<b>Male</b>	<b>Female</b>
Lower Quartile	66%	34%
Lower Middle Quartile	39%	61%
Upper Middle Quartile	46%	54%
Upper Quartile	61%	39%