

Gender pay gap

What is the gender pay gap?

The gender pay gap is the difference between the average pay for all men and for all women in a workforce.

Nationally, the median gender pay gap is 17.3%¹. This means that the UK's female employees earn 82.7% of that earned by male employees.

The gender pay gap is different to equal pay. Equal pay refers to men and women being paid the same to do the same or similar jobs, or to do work of equal value.

What do gender pay gap figures tell us?

Averages

The mean and median are two different ways of calculating an average. Using both figures can give a clearer picture of the situation than simply using one.

The mean figure is calculated by summing the hourly pay rates for each member of staff, then dividing by the number of staff. This is the most commonly used way of calculating an average.

The median figure is the 'middle' value when hourly pay rates for all staff members are ranked in ascending order. The advantage of using the median figure to describe the average is that it is not skewed by extremely large or small salaries at either end of the pay scale.

Gender pay gap values

All calculations in this report have been made using pay data for the month containing 31 March 2019 (the 'snapshot date'), as required by the legislation.

Where figures are positive in the following tables, this shows that on average women are earning less than their male counterparts. For example, a figure of 20% would show that the average hourly rate for women is 80% that of their male colleagues.

Where figures are negative, this indicates that women are earning more than their male counterparts. For example, a figure of -20% would show that, on average, women are earning 120% of what their male colleagues earn.

¹ Gender pay gap in the UK: 2019. Available online at <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

Percentage gender difference in mean and median hourly pay rate

The 'single figure' pay gap is the difference between the pay of men and women across the whole organisation, including both part-time and full-time staff from all pay grades.

	Median	Mean
Single figure pay gap	-10.4%	1.5%

The median calculation of the single figure pay gap shows that the median female employee earns more than the median male employee. However, the mean figure provides a different interpretation of the average gender pay gap, suggesting that female employees are earning slightly less. These figures indicate that there are more men on lowest pay grades than there are women, but also that there are more men in the higher quartiles.

Percentage of male and female employees who received recognition payments

	Number of staff awarded recognition payments	Percentage of all employees awarded recognition payments
Male	5	1.0%
Female	12	2.4%
Total	17	3.4%

These figures have been rounded to 1 decimal place

Percentage difference in mean and median recognition payments

	Mean recognition payments	Mean recognition payments gap	Median recognition payments	Median recognition payments gap
Male	£740.00	6.5%	£1000.00	45%
Female	£691.67		£550.00	

Recognition payments are payable to employees who undertake duties and responsibilities which clearly fall outside the scope of their post or exceed performance expected of the job they occupy.

3.4% of total employees received recognition payments, 2.4% were awarded to female employees and 1.0% were awarded to male employees.

The median calculation of recognition payments shows that the median male employee has received higher payments than the median female employee at a 45% difference. However, the mean figure provides a different interpretation of the average recognition payment, showing that this gap is far smaller at 6.5%.

Percentage of male and female employees in each quartile ranked by hourly pay

The Council's staff have been ranked by hourly pay and then divided into four equal groups (quartiles) to demonstrate the gendered distribution of staff across the pay scale.

	Men		Women		Total no. of employees
	No. of employees	%	No. of employees	%	
Quartile 1 (£6.00 – £10.43 per hour)	79	64.8%	43	35.2%	122
Quartile 2 £10.43 - £12.68 per hour)	63	51.6%	59	48.4%	122
Quartile 3 (£12.88 - £17.92 per hour)	53	43.4%	69	56.6%	122
Quartile 4 (£17.92 - £63.93 per hour)	62	51.2%	59	48.8%	121
All full-pay relevant employees	257	52.8%	230	47.2%	487

Percentages have been rounded to 1 decimal place

This table demonstrates that the lowest paid jobs at Test Valley Borough Council are occupied by more men than women and there are more women in the middle of the organisation's pay scale. The highest paid jobs are occupied relatively equally by both men and women.

Conclusion

This range of calculations demonstrates that women are predominantly found in middle-income pay grades at Test Valley Borough Council, whereas the majority of lowest paid employees are men. The highest paid jobs are occupied relatively equally by both men and women. The median gender pay gap (-10.4%) is much lower than the national pay gap (17.3%).