

## Gender Pay Gap Report, 31<sup>st</sup> March 2021

### 1. Background

All public sector organisations that have 250 or more employees, must publish and report gender pay gap information by 31<sup>st</sup> March annually.

This report reflects salaries for Brentwood Borough Council, as at 31<sup>st</sup> March 2020.

Gender pay gap information represents the difference in the average, both median and mean, hourly pay for male and female employees. This is usually expressed as a percentage of male pay, with a positive figure being in favour of males, and a negative figure being in favour of females.

The gender pay gap is different to equal pay:

- **Gender pay gap** – is the measure of overall difference in pay between the average earnings of males and females
- **Equal pay** - is about ensuring male and female employees are paid the same for performing similar or the same work

### 2. Workforce Profile

245 employees were working for Brentwood Borough Council, as at the snapshot date of 31<sup>st</sup> March 2020.

This total comprised of 103 female and 142 male employees – 42.04% female and 57.96% male.

### 3. Gender Pay Calculations as at 31<sup>st</sup> March 2020

Specific calculations are required for gender pay reporting and are shown below for Brentwood Borough Council.

#### 3.1 Difference in Hourly Rate

- Mean 5.43% (in favour of women)
- Median 20.1% (in favour of women)

#### 3.2 Difference in Bonus Pay

- Mean 85.8%
- Median 54.8%

#### 3.3 Percentage of Employees who received bonus pay

- Males: 0.4%
- Females: 0.7%

#### 3.4 Employees by Quartile

- Upper Quartile - Male: 55.93% Female: 44.07%
- Upper Middle Quartile - Male: 32.2% Female: 67.8%
- Lower Middle Quartile - Male: 67.8% Female: 32.2%

- Lower Quartile - Male: 79.66% Female: 20.34%

This analysis highlights that females receive on average a 5.43% higher hourly rate, when compared with males.

There is a very positive representation of female employees in the upper middle quarter salary bands, with the majority of female staff placed in either the upper or upper middle quartile for pay.

The lower quartile figures reflect a high number of males employed in manual service provision areas.

#### **4. Commitment to Further Reducing Gender Pay Gap**

Once national and regional results for gender pay gap are available, a comparison of Brentwood Borough Council with this data will be made to understand where the Council is positioned against other local authorities.

The Council is committed to further closing the gender pay gap wherever possible and continues to review relevant data to take any necessary actions as required to try and lead on gender pay gap considerations.