



**North
Herts**
Council

Gender Pay Gap

2023

Summary

This report provides gender pay data on the gap between salaries and bonuses for North Herts District Council's male and female employees.

Background

Requirements

From April 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap calculations every year. Accordingly, North Herts Council are required to calculate and publish the following gender pay data:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the Council's pay structure

Data

The data must be a snapshot of salary data on 31 March each year and the bonus pay gap must be calculated from all bonus payments made in the 12 months up to and including the snapshot date of 31 March each year. This data must be published on the NHDC website and the Gov.UK Gender Pay Gap Service website by 30 March each year.

Gender Pay Gap and Equal Pay

The gender pay gap and equal pay are not the same and do not have the same purpose. The Equality and Human Rights Commission defines the difference as follows:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

The broad purpose of the equal pay provisions of the Equality Act 2010 is to require equality of treatment in employment as between men and women in respect of pay and other contractual terms. The stated aim of the gender pay gap reporting legislation is to introduce greater levels of pay transparency.

Salaries at North Herts Council are determined through a grading system which evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders. Therefore we are confident that North Herts Council is paying the same salary to roles of equal value and this is checked with regular equal pay reviews. The gender pay gap results from the roles which men and women undertake within the Council and the salaries that these roles attract. The Council outsources most frontline services such as grounds maintenance, refuse, recycling, street cleaning and housing; all areas of work which traditionally attract male employees to jobs on the lower quartiles.

Results

The gender pay gap reporting figures for 2023 have been calculated using the standard methodologies outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The highlighted figures are those that have been published.

Table 1 Gender Pay Gap – Hourly Pay

	Mean Hourly Rate	Median Hourly Rate
Female	£17.02	£15.71
Male	£20.13	£18.27
Gender Pay Gap	15.5%	14.0%

Table 2 Quartile Pay Bands

	Males	Females
Lower Quartile	26.9%	73.1%
Lower Middle Quartile	22.6%	77.4%
Upper Middle Quartile	22.6%	77.4%
Upper Quartile	50.5%	49.5%

Table 3 Percentage of Staff Receiving Bonus Payments-

	% of all staff receiving bonus payments
Female	4.9%
Male	1.9%

Table 4 Gender Bonus* Gap

	Mean Bonus Payment	Median Bonus Payment
Female	£60.53	£25.00
Male	£85.71	£25.00
Gender Bonus Gap	29.4%	0.0%

*Welcome payments, service and staff recognition vouchers fall under the gender pay gap definition of bonus pay.