



ADUR DISTRICT COUNCIL

Adur District Council Gender Pay Gap Report as of 31st March 2017

1.0 Introduction

- 1.1 Gender pay 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. The gender pay gap is calculated as the difference between the average hourly earnings of men and women, looking at whether there are more males or females in higher paid roles overall.
- 1.2 This is not the same as Equal Pay, which looks at whether men and women in the same or broadly similar job are being paid the same. The gender pay gap is about the difference in pay overall between men and women across a whole organisation.
- 1.3 Adur District Council has more than 250 employees, so it is required by law to publish an annual gender pay gap report.
- 1.4 As Worthing Borough Council has less than 250 employees, it is not required to publish an annual gender pay gap report.
- 1.5 The majority of staff employed in the Adur & Worthing Councils Joint Services are employed by Adur District Council.

2.0 Gender Pay Gap Results

- 2.1 At Adur District Council, women are paid on average more than men. The details of this, and explanations, are given below.
- 2.2 The mean average rate of pay for Adur District Council is 3.52% **higher** for females (£0.52). The mean (average) hourly rate of pay for females is £15.31 and the mean (average) hourly rate of pay for males is £14.79.
- 2.3 The median hourly rate of pay for Adur District Council is 50.26% **higher** for females (£6.03). The median hourly rate of pay for females is £18.03 and the median hourly rate of pay for males is £12.00.
- 2.4 The mean gender bonus gap for Adur District Council is 0% as the Council does not have a bonus scheme.
- 2.5 The median gender bonus gap for Adur District Council is 0% as the Council does not have a bonus scheme.

2.6 Therefore, the proportion of male employees in Adur District Council receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%.

2.7 Pay quartiles by gender

Band	Males	Females	Description
A	39%	61%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	64%	36%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	60%	40%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	56%	44%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

3.0 What are the underlying causes of Adur District Council's gender pay gap?

3.1 Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

3.2 Adur District Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation,

gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, it evaluates all job roles using the Greater London Provincial Council Job Evaluation Scheme 2000 as necessary, to ensure a fair structure.

- 3.3 Adur District Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- 3.4 Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation.
- 3.5 Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.
- 3.6 This pattern from the UK economy as a whole is **not reflected in the make-up of Adur District Council's workforce**, where it currently has 3 Directors of which 2 are male and one is female, and 13 Heads of Service of which 6 are male and 7 are female.
- 3.7 The majority of front-line staff at Adur District Council are males working within the Waste & Cleansing teams, while the majority of line management roles are held by women – the Council currently has 128 line managers (on varying pay-scales dependent on the grade of the job) of which 77 are female and 51 are male.
- 3.8 The table depicting pay quartiles by gender above shows Adur District Council's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

The table shows that Adur District Council has a larger percentage of men than women in the top three quartiles, but this is due the Council having more male employees than female employees, which means that there are more men being included in the figures.

- 3.9 However, within Adur District Council, 61% of the employees in Band A are women and 39% men. The percentage of male employees is higher in the remaining Bands.

4.0 What is Adur District Council doing to address its gender pay gap?

- 4.1 While Adur District Council's gender pay gap is relatively small, and indeed negative to that which might be expected, this is not a subject about which the

council is complacent, and it is committed to doing everything that it can to reduce the gap.

- 4.2 To date, the steps that Adur District Council has taken to promote gender diversity in all areas of its workforce include the following:
- **Recruitment process:** Adur District Council recruit to vacancies based on the skills, knowledge and experience required for each role and interviews are competency based.
 - **Revising the flexible working policy:** Adur District Council has reviewed its Flexible Working Policy and employees in all areas and levels of the organisation are able to submit flexible working requests for consideration regardless of their role and level of seniority and flexible working need not be limited to part-time working.
 - **Supporting parents:** Adur District Council will be reviewing and developing new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave in 2018.
- 4.3 Adur District Council is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, Alex Bailey, Chief Executive, confirm that the information in this statement is accurate.



Signed:.....

(Alex Bailey)

Date:....28.03.2018.....