

## **COMMUNICATION: GENDER PAY GAP REPORTING**

**Date of Publishing:** 22<sup>nd</sup> February 2018  
**Prepared by:** Chrissie Symons, HR Officer  
**Approved By:** Deborah Unwin, HR Manager

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 30<sup>th</sup> March.

There are six basic calculations. The calculations are:

1. Our mean gender pay gap
2. Our median gender pay gap
3. Our mean bonus gender pay gap
4. Our median bonus gender pay gap
5. Our proportion of males and females receiving a bonus payment
6. Our proportion of males and females in each quartile band

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Further details about how we intend to tackle our gender pay gap can be found by contacting the HR department.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

| <b>DERBYSHIRE DALES DISTRICT COUNCIL<br/>GENDER PAY GAP 2017</b>                                  |                  |                                      |               |
|---|------------------|--------------------------------------|---------------|
| <b>Full Pay Relevant Employees</b>  |                  |                                      |               |
| <b>Total employed</b>   |                  | 348                                  |               |
| <b>Male</b>   |                  | 197                                  |               |
| <b>Female</b>   |                  | 151                                  |               |
| <b>BONUSES</b>  |                  |                                      |               |
| Derbyshire Dales do not pay bonuses to employees and so this section is not applicable            |                  |                                      |               |
| <b>QUARTILES</b>  |                  |                                      |               |
| Proportion of males and females when divided into four groups ordered from highest to lowest pay. |                  |                                      |               |
|   | <b>Pay Range</b> | <b>Male</b>                          | <b>Female</b> |
| <b>Upper Quartile</b>   | £11.45 - £42.48  | 47.1%                                | 52.9%         |
| <b>Upper Middle Quartile</b>  | £8.89 - £11.26   | 59.8%                                | 40.2%         |
| <b>Lower Middle Quartile</b>  | £8.08 - £8.89    | 50.6%                                | 49.4%         |
| <b>Lower Quartile</b>   | £3.74 - £8.06    | 69.0%                                | 31.0%         |
| <b>Mean Gender Pay Gap</b>  | -7.6%            | 10.56 - 11.36 / 10.56 x 100 = -7.57% |               |
| <b>Median Gender Pay Gap</b>  | -2.1%            | 8.88 - 9.07 / 8.88 x 100 = -2.14%    |               |

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Dorcas Bunton, B.Sc., C.P.F.A.**  
Chief Executive