HR COMMITTEE– 11 JANUARY 2024

GENDER PAY GAP REPORT

1. RECOMMENDATION

1.1 That HR Committee note the contents of the report.

2. PURPOSE OF REPORT

2.1 To provide data on our Gender Pay Gap data for the period ending 31 March 2023.

3. BACKGROUND

3.1 Employers with 250 or more employees are required to publish gender pay gap information on a yearly basis. Data must be published on the Government Equalities website and on an individual organisations' website.

3.2 As yet there is no formal requirement to publish ethnicity data, as our subgroup for reporting on is less than 50, we have taken account of the advice on www.gov.uk and not sought to break the data down further.

4. WHAT DATA DO WE REPORT ON

4.1 For the Gender Pay Gap there are six categories that need to be measured. These are:

- The percentage of men and women in each hourly pay quarter
- The difference in mean (average) hourly pay for men and women, expressed as a percentage
- The difference in the median hourly pay for men and women, expressed as a percentage
- The percentage of men and women who received bonus pay
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women expressed as a percentage

4.2 The methodology used can be seen in **Appendix 1**.

5. OUR DATA FOR YEAR ENDED 31/3/2023

5.1 As at 31.03.2023 there were 789 employees. 12 employees had two posts and 2 employees had three posts, making a total of 805 posts. 22 posts were excluded for the pay information as they were not on full pay, (information should only be based on full pay relevant employees).

5.2 A positive gender pay gap percentage shows that women have lower pay or bonuses than men in our organisation. A negative percentage shows that men have lower pay or bonuses than women in our organisation.

5.2.1 The percentage of men and women in each hourly pay quartile:

Quartile	Men	Women
Upper Hourly Quartile	125 (64.1%)	70 (35.9%)
Upper Middle Hourly Quartile	99 (50.5%)	97 (49.5%)
Lower Middle Hourly Quartile	76 (38.8%)	120 (61.2%)
Lower Hourly Quartile	146 (74.5%)	50 (25.5%)

5.2.2

- A standard mean male hourly rate of £16.63
- A standard mean female hourly rate of £16.32

A difference of 31p – 1.9%

5.2.3

- A standard median male hourly rate of £14.84
- A standard median female hourly rate of £14.40

A difference of 44p – 3.0%

5.2.4 The percentage of men that received a bonus is 2.63% and the percentage of women that received a bonus is 3.72%

5.2.5 The mean gender pay gap using bonus pay is 19.47%

5.2.6 The median gender pay gap using bonus pay is 9.1%

5.2.7 Our Ethnicity Data is as follows;

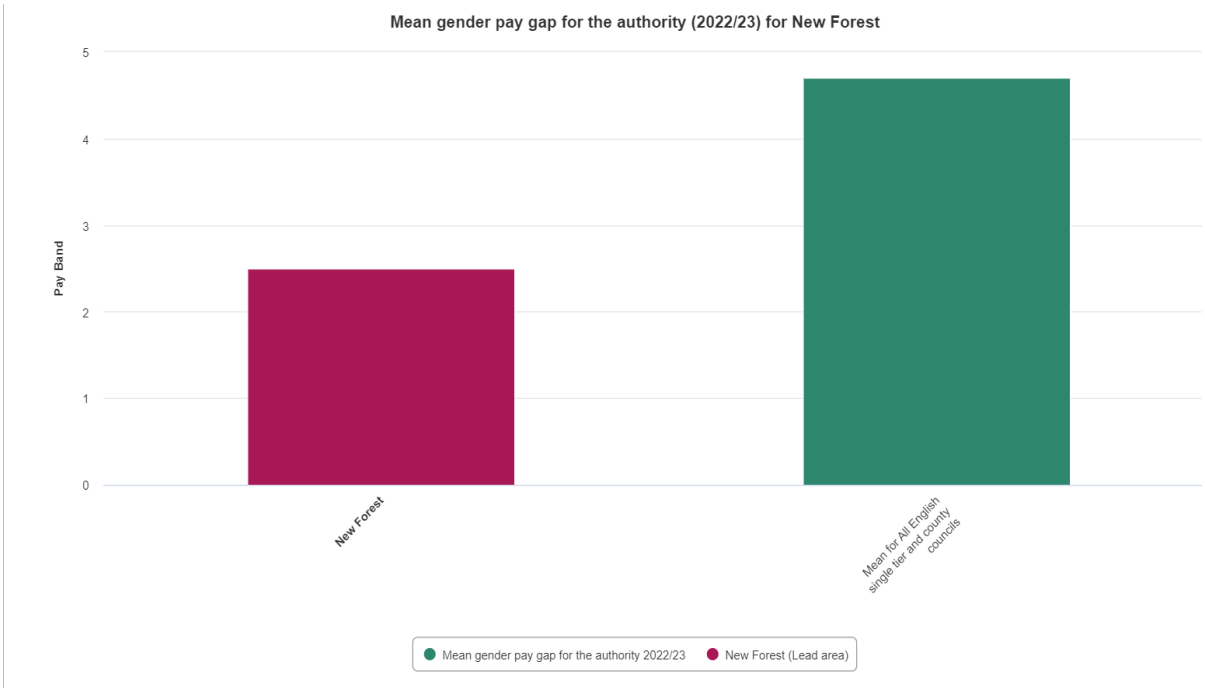
Ethnicity	Number
Asian (Inc Chinese)	5
Black	6
Mixed	2
White	610
Other	4
Not Known	162

This information is drawn from the ITrent HR Hub system and is input by employees on a voluntary basis. Employees are encouraged on a regular basis to update their personal information.

6. COMPARISON DATA FOR MARCH 2022

6.1 Comparison data for March 2023 is unavailable as the deadline for organisations to submit is not until 30th March 2024. The comparison data below is based on March 2022 reports and is provided by the LGA.

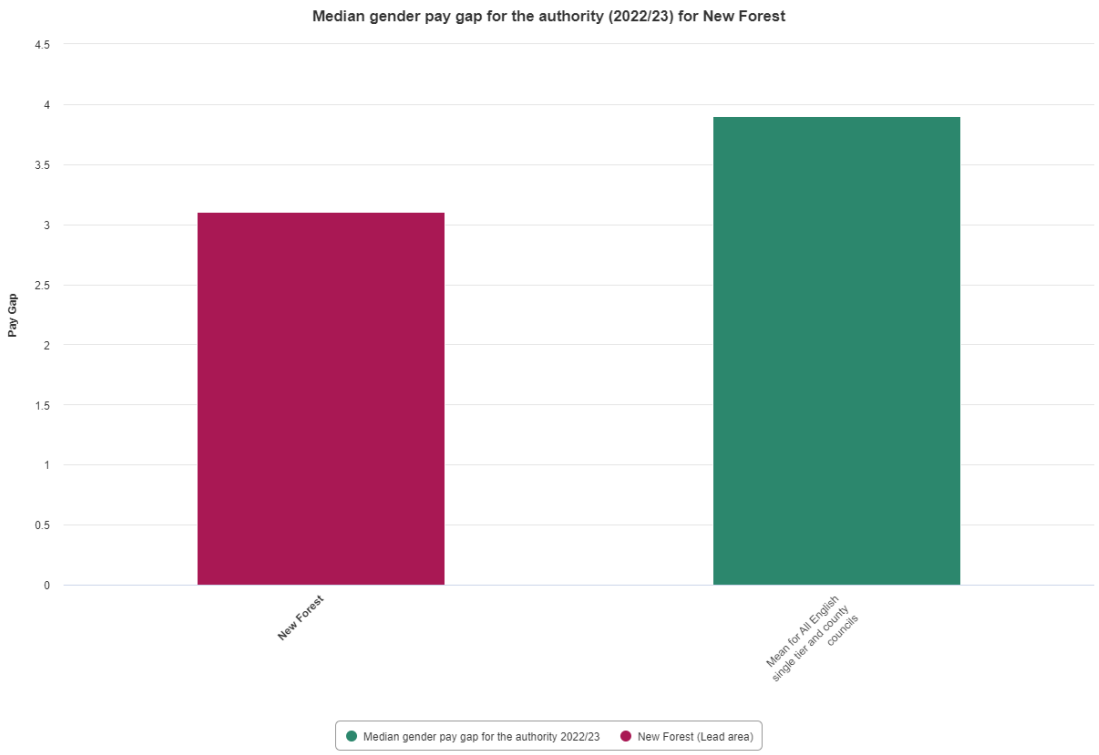
6.1.1 **Mean Gender Pay Gap**



New Forest – 2.5%
Mean for All English single tier and county councils – 4.7%

Sample size - 148

6.1.2 **Median Gender Pay Gap**



New Forest – 3.1%
Mean for All English single tier and county councils – 3.9%

6.1.3 **Lower Quartile**

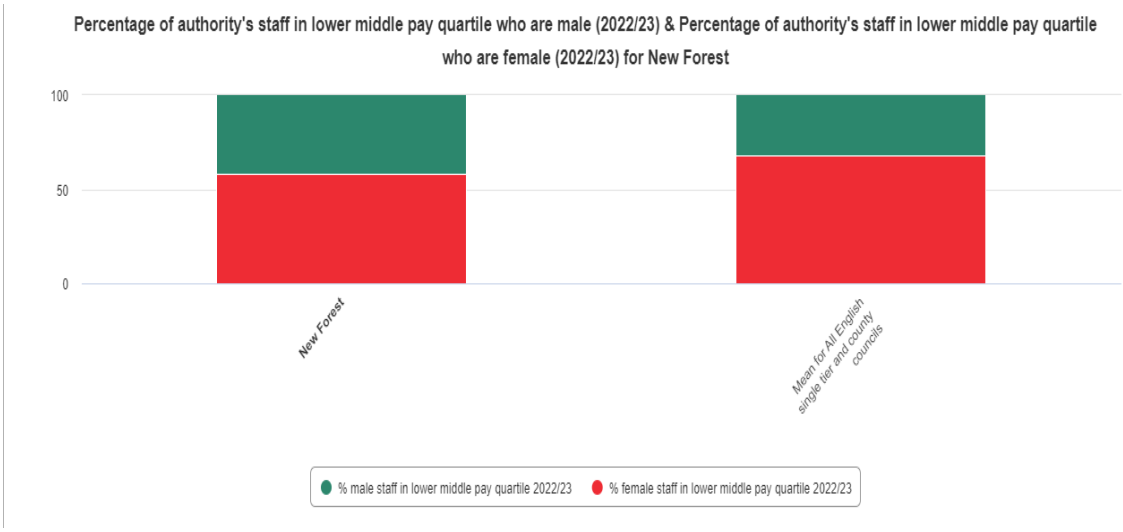
New Forest

Males in lower quartile - 71.3% Females in lower quartile – 28.7%

Mean for All English single tier and county councils

Males in lower quartile – 31.4% Females in lower quartile – 68.7%

6.1.4 **Lower Middle Quartile**



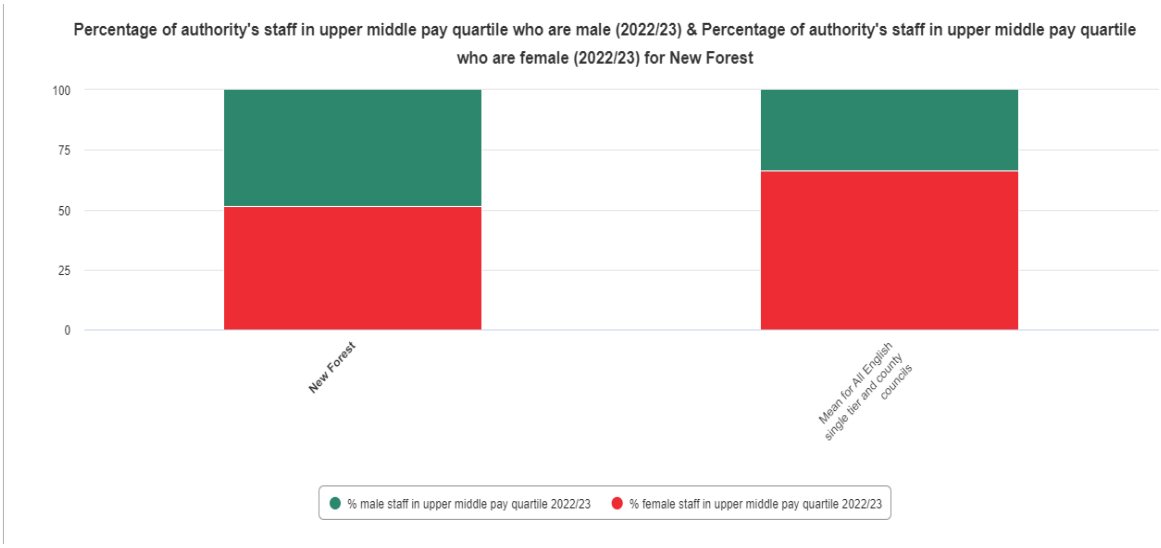
New Forest

Males in lower middle quartile – 41.6% Females in lower middle quartile – 58.4%

Mean for All English single tier and county councils

Males in lower middle quartile – 32% Females in lower middle quartile – 68%

6.1.5 **Upper Middle Quartile**



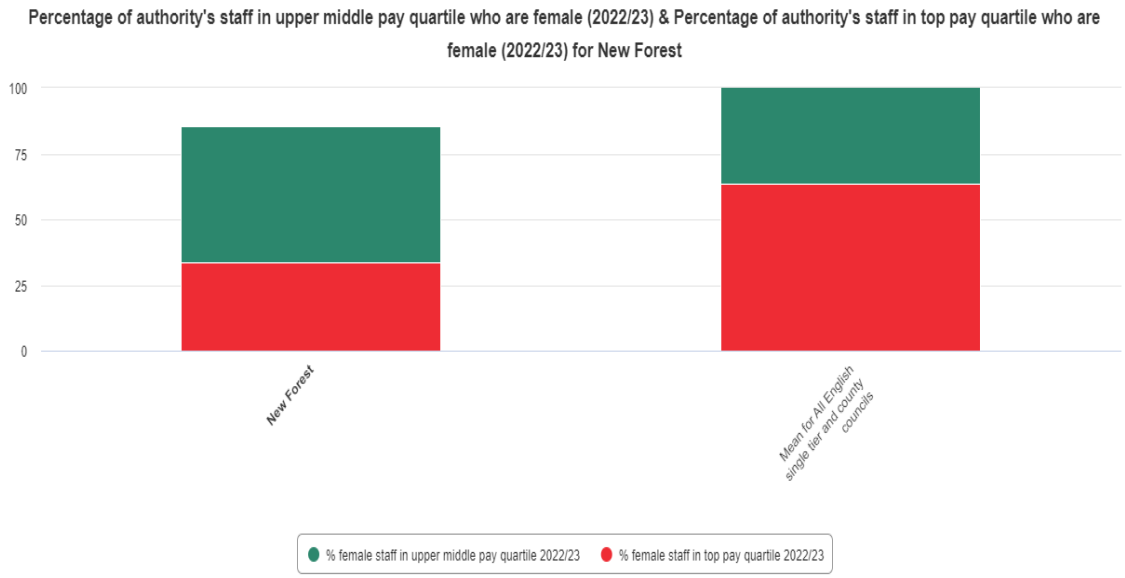
New Forest

Males in upper middle quartile – 48.4% Females in upper middle quartile – 51.6%

Mean for All English single tier and county councils

Males in upper middle quartile – 33.7% Females in upper middle quartile – 66.3%

6.1.6 **Female Staff in Upper Quartiles**



New Forest

Females in upper middle quartile – 51.6% Females in upper quartile – 33.7%

Mean for All English single tier and county councils

Females in upper middle quartile – 66.3% Females in upper quartile – 63.4%

7. CONCLUSIONS OF 2022 COMPARISON DATA

7.1 From the data available it is clear that the Median and Mean percentages of our gender pay gap are lower than the comparators.

7.2 The percentage of males in the lower quartile is higher than those of the comparators. One explanation could be that not all comparators deliver an in house refuse service.

8. FINANCIAL IMPLICATIONS

8.1 There are no direct financial implications arising from this report.

9. ENVIRONMENTAL IMPLICATIONS

9.1 There are no direct environmental implications arising from this report.

10. CRIME & DISORDER IMPLICATIONS

10.1 None.

11. EQUALITY & DIVERSITY IMPLICATIONS

11.1 The council will continue to keep under review its position in relation to gender pay.

11.2 As pointed out in 5.2.7, our dataset for ethnic minorities is less than 50, therefore we have not sought to break this down further. However, we will continue to encourage those who have no ethnicity recorded on the HR Hub to update their details.

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Background Papers:

APPENDIX 1

Gender Pay Gap
METHODOLOGY

1. **Percentage of Men and Women in each pay quarter**

1.1 To calculate the four quarters, firstly employees are sorted by hourly pay from highest to lowest

1.2 Next the list is divided into four quarters, if the total number of employees is not divisible by 4 then the following distribution applies.

- if there is one employee left over, add them to the lower hourly pay quarter
- if there are 2 employees left over, add one to the lower hourly pay quarter and one to the upper middle hourly pay quarter
- if there are 3 left over, distribute them between lower, lower middle and upper middle pay quarters

1.3 If employees with the same hourly rate end up in different quarters ensure the distribution between men and women in the two quarters is as fair as possible.

1.4 Lastly work out the percentage of men and women in each quarter by dividing the number of men in each quarter by the total number of employees in that quarter and multiplying by 100 to give a percentage. Repeat for the number of women in each quarter.

2. Mean Gender Pay Gap

2.1 To calculate this all the hourly rates of men are added up and divided by the number of male employees. The process is then repeated for female employees.

2.2 We then subtract the female hourly rate from the male hourly rate, divide the total by the male hourly rate and multiply that figure by 100.

2.3 Expressed as a percentage, this is the organisations mean gender pay gap.

3 Median Gender Pay Gap

3.1 Firstly all the male hourly rates are put into numerical order with the highest at the top and the lowest at the bottom. The median hourly rate is the man at the mid-point of all the men in the spreadsheet. The median female hourly rate is the hourly rate for the woman at the mid-point of all the females. If there is an even number of men or women, then take an average of the two middle point hourly rates.

3.2 To calculate the median gender pay gap we then subtract the median female hourly rate from the median male hourly rate. Divide the total by the median male hourly rate and then multiply the resulting figure by 100.

3.3 Expressed as a percentage this is the organisations median gender pay gap.

4 Percentage of Men and Women receiving a bonus

4.1 To calculate the proportion of male employees who received a bonus, the number of those that received a bonus needs to be divided by the number of male employees and the resulting figure multiplied by 100. This gives you the percentage of men who received bonus pay.

4.2 To calculate the proportion of female employees who received a bonus, the number of those that received a bonus needs to be divided by the number of female employees and the resulting figure multiplied by 100. This gives you the percentage of women who received bonus pay.

5 Mean Gender Pay Gap for bonus pay

5.1 To calculate this we need to add together all the bonus payments made to male employees and divide this figure by the number of men who received bonus pay. This gives the mean gender pay gap of bonus pay for men.

5.2 Repeat for all the women who have received bonus pay. This gives the mean gender pay gap of bonus pay for women.

5.3 We then subtract the women's bonus pay from the men's bonus pay, divide the total by the men's bonus pay and multiply that figure by 100.

5.4 Expressed as a percentage this is the organisations mean gender pay gap of bonus pay.

6 Median Gender Pay Gap for bonus pay

6.1 To calculate this we need to sort all the male employees who received a bonus into order of highest to lowest bonus pay amounts. Identify the male in the middle of the list, this figure is the median bonus pay for men.

6.2 Repeat this for women. This figure is the median bonus pay for women

6.3 We then subtract the women's bonus pay from the men's bonus pay, divide the total by the men's bonus pay and multiply that figure by 100.

6.4 Expressed as a percentage this is the organisations median gender pay gap of bonus pay.