

# Southend-on-Sea Borough Council Gender Pay Gap Report for 2018

## Overview

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 set out mandatory Gender Pay Gap Reporting (GPGR) by organisations employing 250 or more employees which must be published on the organisation's own website and on the relevant Government website. In the Public Sector these annual reports will be in respect of employees pay as of March in any year and they must be published within a year of that particular month.

The figures which have to be produced are the mean gender pay gap, the median gender pay gap, and the percentage of female and male employees divided into quartiles, each comprising a quarter of the staff in total and from a ranking of the lowest to the highest paid employees, all based on an hourly pay rate. That hourly pay rate includes allowances as well as basic pay, but not overtime.

There is also a requirement to make calculations on bonus payments but the Council does not have any bonus payment schemes for Borough employees.

## The Council and its Employees

We are committed to the principle of equal pay for all employees.

Employees of the Council, unless on protected conditions from being transferred from another organisation, certain Education and Youth Worker posts, or Chief Officers, are paid on a single scheme of grades and salary points and these posts are subject to a single Job Evaluation scheme. Appointment and salary progression are in accordance with set processes and procedures based on best equal pay practice.

Details of Council employees, according to their protected characteristics under the Equality Act 2010, are set out in the Employee Equality Report available on the Council's website.

The Council recognises its responsibilities under the Equality Duty set out in the Equality Act 2010. Our corporate Equality Objectives include employing a workforce which feels valued, respected and is reflective of the diverse communities it serves.

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. The Council supports that aim.

**The Gender Gap Report**  
**Southend-on-Sea Borough Council Employees as at March 2018**

***Average pay gap***

Mean gender pay gap in hourly pay	<b>6.92%</b>
Median gender pay gap in hourly pay	<b>7.72%</b>

***Bonus payments***

There are no bonus schemes for Borough staff so there is no difference between female and male employees

***Pay quartiles***

	Female employees	Male employees
Lower quartile	<b>62%</b>	<b>38%</b>
Lower middle quartile	<b>70%</b>	<b>30%</b>
Upper middle quartile	<b>71%</b>	<b>29%</b>
Upper quartile	<b>57%</b>	<b>43%</b>

Overall the Council's workforce is 66% female.