

Gender Pay Reporting 2017/18

Gender Pay Gap reporting for Sandwell Council

Mean

8.4%

The average difference in gross hourly earnings between men and women, expressed as a percentage of male earnings.

Median

12.6%

The mid-point difference in gross hourly earnings for all men and women, expressed as a percentage of male earnings.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	34.6%	32.7%	45.9%	49.0%
Female	65.4%	67.3%	54.1%	51.0%

Sandwell Council does not pay bonuses, therefore there is no data to report for bonus payments.

Under new legislation that came into force in April 2017, all employers with more than 250 employees are required to publish their gender pay gap. The Equalities Act 2010 (Gender Pay Gap Information) Regulation 2017 aims to tackle the gender pay gap that exists in organisations and provide transparency around gender pay gap reporting.

The mean gender pay gap for Sandwell Council is 8.4% and the median gender pay gap is 12.6%. The data published has been calculated in line with the reporting legislation. This includes calculating an hourly rate for all full pay relevant employees as at 31 March 2017.

As this is the first time that Sandwell Council has published its gender pay gap, comparison with the public sector norms will only be made once all relevant employers have uploaded their data to the Government's website.

Sandwell Council can demonstrate that it pays men and women the same salary for work of equal value through the implementation of the Single Status agreement in 2010 and uses the nationally negotiated pay spine as the basis for its local grading structure.

The causes of the gender pay gap are complex and overlapping and there is no single over-riding reason why the gender pay gap exists. However evidence shows that part-time work, occupational segregation and the glass ceiling are the main drivers of the gender pay gap (Source: Human Rights Commission-Gender Pay Gap, 2017).

Sandwell Council acknowledges that more work can be done to address its gender pay gap and with this in mind, the Council has already started to look at ways in which we as an organisation can help reduce the gender pay gap.



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Executive Director of Resources
 Darren Carter