

Gender Pay Gap Reporting

Gender pay gap 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.

Derbyshire County Council has published its [*gender pay gap data as at 31 March 2019 on the GOV.UK website*](#).

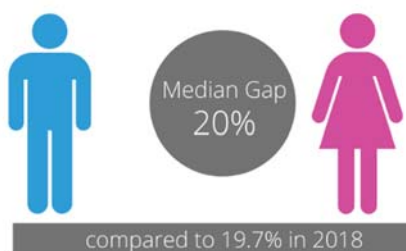
The Council's job evaluation scheme ensures that all jobs are evaluated and graded consistently to ensure equal pay for work of equal value, regardless of gender. The Council currently has a gender pay gap of 11.5%, however, this is not due to female employees being paid less than male employees for undertaking equivalent work. The main factor is due to the types of jobs available, particularly lower paid part time roles that attract predominantly female applicants, such as cleaners, catering, library assistants and care workers.

The Council is committed to building on actions and initiatives to reduce the gender pay gap and promote greater diversity within its employment sectors. This has seen a 2% increase in female workers in roles within the Council highest pay quartile, contributing to a 1% reduction in the mean gender pay gap across the Council in 2019.

The Council's (mean) pay gap stands at 11.5%. The mean can be defined as the average of employee hourly rate, in other words females mean hourly rate is 11.5% lower than male employees.

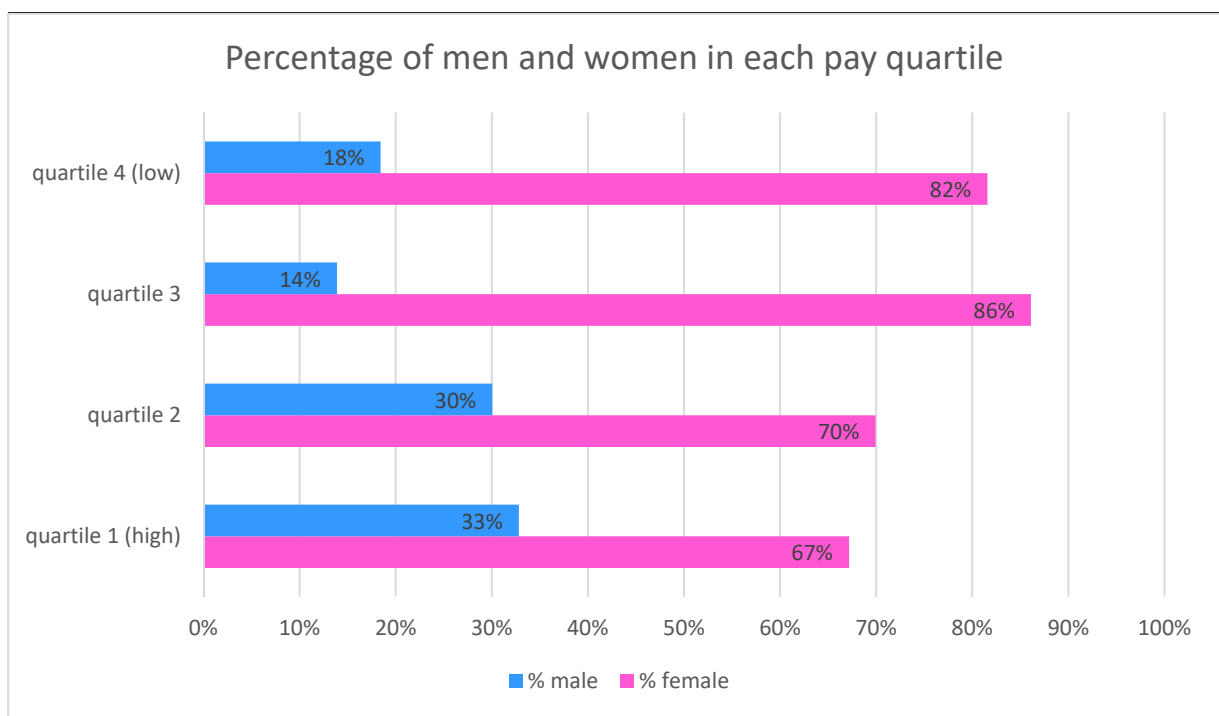
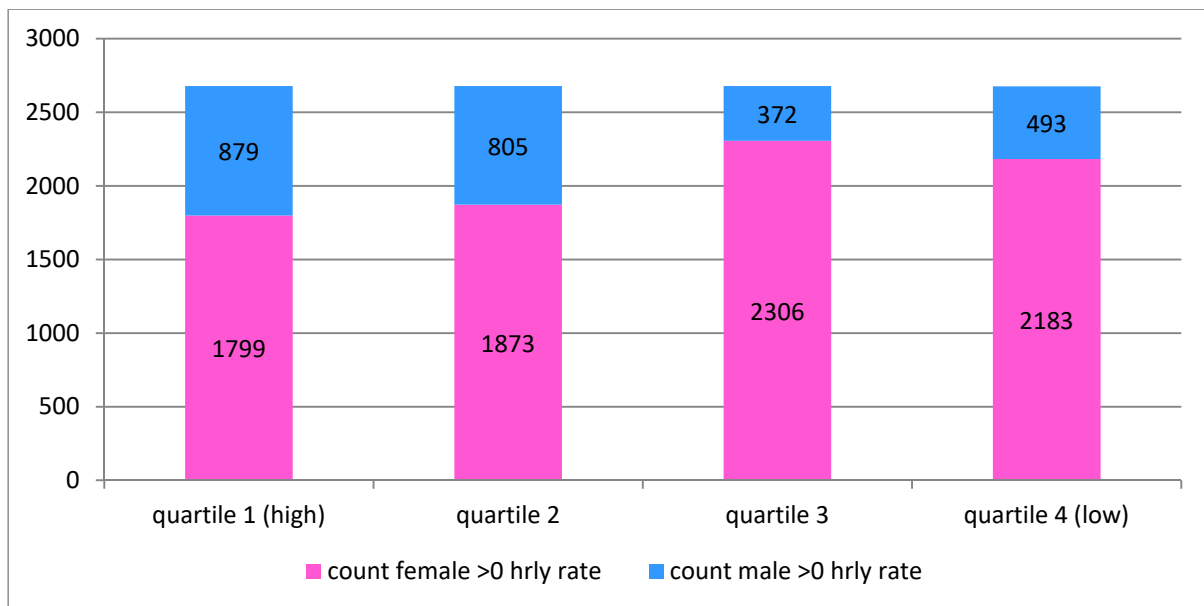


The Council's (median) pay gap stands at 20%. The median can be defined as the middle number in a ranked list of hourly rates, in other words females median hourly rate is 20% lower than male employees.



Pay quartiles by hourly pay rates

The Council's workforce is predominantly female and the tables below show the numbers and percentages of male and female employees in each of the pay quartiles



Bonus Pay Gap

The Council does not pay any bonuses.

Reducing the Gender Pay Gap

The Council is committed to equality of opportunity and supports the fair treatment and reward of all employees irrespective of gender.

Work on reducing the gender pay gap

The Council is committed to reducing the gender pay gap and will continue to build on actions and initiatives including:

- A fair pay structure underpinned by a robust job evaluation methodology to ensure jobs of equal value receive equal pay
- Transparent recruitment and selection processes that reinforce the Council's commitment to equality and diversity within the workforce
- Many different types of flexible working arrangements
- Support for parents and carers through a range of family friendly employment policies
- Regular reviews of employee progress and the provision of training to help our people grow and develop
- A range of services to support our employees when they need adjustments where they work, or if they become unwell – to help them to return to work feeling supported and valued
- Providing opportunities for our employees to make their views known
- Procedures to protect employees from any kind of harassment or bullying
- Employees can join a trade union or one of our four staff networks. Networks have been set up for BME, disabled, female and LGBT staff. These networks and the Trade Unions regularly work with our management teams to improve working conditions within the Council and to promote equality and diversity

Gender Pay Gap from 2017

Year	Mean hourly rate female	Mean hourly rate male	Mean gap	Median hourly rate female	Median hourly rate male	Median gap
2017	£11.54	£13.36	13.7%	£9.00	£12.06	25.4%
2018	£11.87	£13.58	12.5%	£9.78	£12.18	19.7%
2019	£12.15	£13.73	11.5%	£9.95	£12.43	20%