

Kent County Council

Gender Pay Gap Reporting Statement

Reporting period April 2017 – March 2018

What is Gender Pay Gap Reporting?

This is the second Gender Pay Gap Report. For the public sector, the calculation is based on the hourly pay rate for each employee during the pay period that includes 31 March each year, non-schools.

The gender pay gap is not the same as equal pay. Most organisations that pay men and women the same rate for work at the same level will still have a gender pay gap. This is because of the different proportions of men and women working across the whole organisational structure. If there are proportionately more men at higher levels within organisations this is what the gender pay gap figures highlight. By undertaking this calculation, it helps organisations understand their own position and to consider ways to reduce the difference. Figures from the Office of National Statistics (ONS) indicate that the average pay gap is 17.9% for all employees.

What we need to calculate

The legislation sets calculations to show the difference in hourly pay and other payments between men and women across the whole of the organisation. The mean percentage shows the difference in the average pay and the median is the middle value for all the payments when put in a list. In line with legislative reporting requirements we also need to show the proportions of men and women receiving an amount outside of the hourly pay calculation, this is referred to as a bonus in terms of the regulations and the gender proportions in each quarter of the pay structure.

Our data

This is Kent County Council's (KCC) non-schools, annual gender pay gap report for the snapshot date of 31 March 2018.

- The mean gender pay gap for KCC is 11.1% and the median is 11.7%.
- The mean gender bonus pay for KCC is 31.7% and the median is 16.7%.
- The proportion of male employees in KCC receiving a bonus is 4.1% and the proportion of female employees receiving a bonus is 2.5%.

Pay quartiles by gender

Band	Males	Females
Lower quartile	20%	80%
Lower middle quartile	18%	82%
Upper middle quartile	23%	77%
Upper quartile	30%	70%

What the figures indicate

- **Pay** – The gender pay gap for KCC is significantly below the national average. This is positive for KCC, the figures being 11.1% and 17.9% respectively. The KCC figure is explained by the higher proportion of men in the upper middle and upper pay quartiles. Both the KCC mean and median figures have reduced since last year which were 12.6% and 18.2% respectively, again this is positive as both figures have improved.
- **Bonus** – This has a broad definition within the scope of gender pay gap reporting requirements and KCC does not operate a traditional bonus scheme. As can be seen from the figures, only a small proportion of the workforce receive these payments and the data needs to be interpreted carefully because of this. For example, by removing any payments above £500 – 10 payments in total, (6 to men and 4 to women) the mean bonus pay gap reduces to 6.3%. This highlights the need to be cautious when interpreting the results and drawing conclusions as the numbers of people receiving a bonus is low. Comparing the figures with 2017 shows that there is an increase in the number of males receiving a bonus has increased from 3.1% to 4.1 % whereas women have decreased from 2.9% to 2.5%.
- **Gender distribution** – The proportion of women to men across KCC is c77% v 23% respectively. Within the lower half of the organisation for pay the balance is further in favour of women, however the proportion changes by around 10% within the upper quartile. There is therefore still a significant female dominance in each of the pay quartiles. This may help explain why the KCC mean salary difference is lower than the national average.

The wider KCC context

KCC has a deep and longstanding commitment to the promotion of equality and fairness in the workplace. We know from undertaking equal pay audits previously that we pay men and women in a consistent way for work of equal value. This is underpinned by a grading structure and job evaluation system which takes into account roles rather than

gender differences. It is, however important not to be complacent. There are many touch points where both equality and diversity are promoted. These include:

- A simple and robust approach to job evaluation is intended to ensure people are paid in a fair and consistent way for the roles which they undertake across the authority.
- Inclusive and accessible training – much training is now eLearning based which enables greater access and availability and is not dependant on where and when people work.
- Enhancing conversation and dialogue within our approach to managing performance will help individuals discuss their aspiration and identify the appropriate development and support to achieve these.
- Diversity training is promoted to all which increases knowledge and awareness of all aspects of equality and inclusion for protected characteristics.
- Staff groups are forums set up to support the equality and diversity agenda. There are four:
 - **Aspire** for employees under 30 which supports and develops younger people to realise their potential.
 - **Level Playing Field** promotes best practice and broadens the knowledge around disability issues within KCC.
 - **The Black and Minority Ethnic Forum** supports BAME staff in all directorates and helps the council to develop and review council policies that affect both staff and the wider community to ensure that they are inclusive.
 - **Rainbow** supports members of the Lesbian, Gay, Bisexual and Transgender (LGBT) staff community and gives advice on the services that KCC provides to ensure that all aspects of the organisation's work are accessible and appropriate to all Kent's residents, regardless of sexual orientation.
- Flexible working arrangements are used to help both men and women balance domestic and work/career commitments in a way which works for them and the organisation.

As we move forward, KCC will continue to find opportunities to promote and enhance pay parity. The new focus within managing performance is to promote dialogue and inclusion. This is a key aspect for identifying aspirations, development opportunities and the support required to help people progress and ensure that any actual or perceived barriers are removed.

I confirm that the data reported is accurate.



David Cockburn
Head of Paid Service