

Kent County Council

Gender Pay Gap Reporting Statement

March 2018

What is Gender Pay Gap Reporting?

From April 2017, all organisations that employ over 250 employees are required to calculate and report annually on their gender pay gap. This shows the difference in average earnings for men and women. For the public sector, the calculation will be based on the hourly pay rate for each employee during the pay period that includes 31 March each year.

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. Based on research by the Institute of Fiscal Studies (IFS) the national average pay gap is 18%.

What we need to calculate

Through legislation, there are nationally set calculations to show the difference in hourly pay and other payments between men and women. 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 quartile of the pay structure.

Our data

This is Kent County Council's (KCC) annual gender pay gap report for the snapshot date of 31 March 2017.

- The mean gender pay gap for KCC is 12.6% and the median is 18.2%.
- The mean gender bonus pay gap for KCC is 25.1% and the median is 14.3%.
- The proportion of male employees in KCC receiving a bonus is 3.1% and the proportion of female employees receiving a bonus is 2.9%.

Pay quartiles by gender

Band	Males	Females
Lower quartile	20%	80%
Lower middle quartile	17%	83%
Upper middle quartile	25%	75%
Upper quartile	30%	70%

What our data indicates

- **Pay** – The gender pay gap of 12% for KCC is significantly below the national average of 18% which is very positive. The difference is explained by the higher proportion of men in the upper middle and upper pay quartiles.
- **Bonus** – This has a broad definition within the scope of gender pay gap reporting requirements and KCC does not operate a traditional bonus scheme. The majority of payments made within the authority under the broad bonus definition relates to additional temporary duties, such as cover for absent individuals, significant projects etc. As can be seen from the figures, less than 1 in 25 people are affected by this with an average payment of £418. The figure is slightly higher for women receiving payments than men, although there is not a large difference. The mean figure does show a difference which is again explained by the higher proportion of men in the upper middle and upper pay quartiles and the proportionality of payments that have been made. This is reflected in the median figure too.
- **Gender distribution** – The proportion of women to men across KCC is c. 77% v 23% respectively. Within the first two quartiles of the organisation 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 representation in each of the pay quartiles. This explains why the KCC mean salary difference is lower than the national average.

The wider KCC context

KCC has a 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 considers 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: -

- The Council has a broad and established approach to developing and managing its workforce. Aspects such as Workforce Planning, Succession Planning and the identification of critical roles help ensure that the organisation has the skills and capabilities it requires to deliver services over the short, medium and long term.
- 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 dependent 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.

UNITE supports Black and Minority Ethnic (BME) 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. A major focus in our new approach to 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
SIGNED BY THE HEAD OF PAID SERVICE