



Lewes District Council



Working in partnership with **Eastbourne Homes**

Eastbourne Borough Council Gender Pay Gap Report as of 31st March 2017

We collected our data on 31st March 2017 when our workforce consisted of 488 women and 423 men. The figures show that Eastbourne Borough Council has a mean gender pay gap of 3.5% and a median gender pay gap of -8.6%.

- The mean gender pay gap for Eastbourne Borough Council is £0.44. The mean (average) hourly rate of pay for females is £12.22 and the mean (average) hourly rate of pay for males is £12.66
- The median gender pay gap for Eastbourne Borough Council is £+0.87. The median hourly rate of pay for females is £10.97 and the median hourly rate of pay for males is £10.10.
- The mean gender bonus (honoraria) gap for Eastbourne Borough Council is 38%, although the Council does not have a formal bonus scheme for the purposes of this report we are required to include honorariums as a bonus.
- The median gender bonus (honoraria) gap for Eastbourne Borough Council is 47.4%.
- Therefore, the proportion of male employees in Eastbourne Borough Council receiving a bonus (honorarium) is 3.5% and the proportion of female employees receiving a bonus is 5.5%.

Below is a table depicting pay quartiles by gender shows Eastbourne Borough Council 's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). Please note the reference to Band A, B, C and D is not the same as the Eastbourne Borough pay scales.

In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each band. Within Eastbourne Borough Council there is a reasonably even (but not equal) percentage of men and women in posts in the lower quartile, the lower middle quartile and the upper quartile. In the upper middle quartile there are 39% males and 60% females.

Pay quartiles by gender

Band	Males	Females	Description
A	51.10%	48.90%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	46.49%	53.51%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	39.91%	60.09%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	48.25%	51.75%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Eastbourne Borough Council's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Eastbourne Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender

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reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such it evaluates job roles and pay grades as necessary to ensure a fair structure.

Eastbourne Borough Council is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. On the date that this information was taken we employed more females than males, therefore it is perhaps not surprising that there are more women than men at almost every level of the organisation.

How does Eastbourne Borough Council's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Eastbourne Borough Council's gap compares very favourably with that of other organisations.

A number of civil service departments published their gender pay gaps in December 2017. The civil service gender pay gap has narrowed from 13.6% in 2016 to 12.7% in 2017, this compares favourably with the public sector as a whole, where the gender pay gap is 19.4%, compared to 23.7% in the private sector.

The mean gender pay gap for the whole economy (according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.5%. The median gender pay gap for the whole economy (according to the November 2016 ONS ASHE figures) is 19.2%.

At 3.5% Eastbourne Borough Council's mean gender pay gap is significantly lower than that for the whole economy and the public sector as a whole. We believe reflects the fact that we have male and female staff represented almost equally in each level of the organisation.

At +0.87% Eastbourne Borough Council's median gender pay gap is significantly lower than that for the whole economy and public sector as whole. We believe this is reflective of the fact that, at the time this information was taken, we had more female employees than male.

What is Eastbourne Borough Council doing to address its gender pay gap?

While Eastbourne Borough Council's gender pay gap compares favourably with that of organisations across the whole UK economy this is not a subject about which Eastbourne borough Council is complacent, and it is committed to doing everything that it can to reduce the gap.

We already monitor gender in our recruitment process and amongst our employees to understand:

- the proportions of men and women applying for jobs and being recruited;

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- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

In the coming year, we are also committed to:

- Revising our policy on bonus (honoraria) payments; we will be working with Heads of Service to ensure that there is no bias towards either gender in considering bonuses or in any other employment related matter
- We will monitor our recruitment into the upper middle quartile. As an equal opportunities employer, we firmly believe appointing the best candidate into the role, regardless of their gender or other factors covered by the quality Act
- We will continue to actively encourage flexible working across our organisation where the needs of the service allow.