

Gender Pay Gap narrative – Colchester Borough Council

The gender pay gap is a measure of the difference between the average hourly earnings of men and women. This involves carrying out six legally required calculations that show the difference between the average earnings of men and women in our organisation.

The gender pay gap should not to be confused with unequal pay, which is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value.

Colchester Borough Council	2017-18
Hourly rate	
<i>mean</i>	6.0%
in favour of men or women?	women
<i>median</i>	4.0%
in favour of men or women?	women
Pay quartiles	
<i>top quartile</i>	
men	47.4%
women	52.6%
<i>upper middle quartile</i>	
men	40.1%
women	59.9%
<i>lower middle quartile</i>	
men	55.8%
women	44.2%
<i>lower quartile</i>	
men	65.4%
women	34.6%
Bonus pay	
<i>women's bonus pay</i>	
mean - lower than men	77.6%
median - lower than men	31.5%
<i>of those who received bonus pay</i>	
men	25.6%
women	4.6%

Employees working for Colchester Borough Council are paid a basic salary that has been calculated using the HAY job evaluation scheme. This means that all our jobs have been independently evaluated using strict criteria and have been allocated a salary range that has been deemed suitable for each job.

Currently, each of our pay grades has a salary range and staff move up to the top of the scale (ie the maximum amount of money within that range) by annual steps, subject to satisfactory performance against SMART objectives set annually between an employee and their manager.

[CBC's Officer Pay Policy](#) provides an open and transparent framework that ensures clarity, fairness and consistency in the remuneration of all officers. CBC pays the Living Wage, independently set by the Living Wage Foundation each year, as a minimum to all directly employed staff.

Action Plan and review

This is the first year that the Gender Pay Gap requirements have been in force, so this is the first time that these statistics have been calculated and the first opportunity to draw comparisons or conclusions. In overall terms, the gaps or differences in each result are small (except for 'bonus' which is a payment of around £100 before tax in return for full attendance at work to keep frontline services running when most people are on extended leave over for Christmas and New Year). CBC is one of comparatively small number of organisations where the average hourly pay rate for women is slightly above that of men, as more women than men are in the top two pay quartiles.

We will continue to have one transparent pay system for all staff, and to monitor our recruitment and employment practices. Our ongoing 'Service Futures' reviews mean that job evaluation to objectively assess the demands of each job is being carried out across the organisation during 2017 and 2018. CBC reviews all aspects of pay in its Officer Pay Policy to ensure that all parts of the business are operating fairly and consistently, and this is agreed annually by the full Council.

Background and further information

Colchester Borough Council

Hourly rate:

The 2017/18 figures are based on 897 CBC employees as at 31 March 2017 - 468 (52.2%) were men, 429 (47.8%) were women. On average for all employees, women's hourly rate was 80p more than men (mean; 50p more at median).

Pay quartiles:

- Of the 224 employees in the upper quartile, 106 are male (47.4%); 118 are female (52.6%).
- Of the 224 in the upper middle quartile, 90 are male (40.1%); 134 are female (59.9%).
- Of the 224 in the lower middle quartile, 125 are male (55.8%); 99 are female (44.2%).
- Of the 225 employees in the lower quartile, 147 are male (61.4%); 78 are female (34.6%).

Bonus:

- 120 men received a bonus (25.6%); 20 women did (4.6%). This was mainly the small performance payment to waste and recycling frontline staff (in the lower pay quartiles) in return for 'no annual leave, no sickness absence' over Christmas and New Year.
- Long service awards are defined as a bonus: CBC recognises the commitment of its employees to public service with vouchers for employees achieving 25 years' service.

Equality and Diversity in Employment

- CBC's Equality and Diversity policy has been in place since 2010/11
- Annual Equality and Diversity monitoring data has been collated and published since 2010
- An Equal Pay audit was carried out in 2010, with all actions completed in 2011/12
- CBC has a wide range of policies and practices which support flexible working; different working patterns; work/life balance; returning to work after maternity, paternity, adoption or shared parental leave to resume their original jobs; talent management and development.

All organisations

All results are collated and shown on a [Government online portal](#), which can be used to search for those results, download them into a spreadsheet and to draw comparisons.

These calculations make use of two types of averages:

- A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
- A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.