

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	2018-19
Hourly rate		
<i>mean</i>	6.0%	4.6%
in favour of men or women?	women	women
<i>median</i>	4.0%	6.5%
in favour of men or women?	women	women
Pay quartiles		
<i>top quartile</i>		
men	47.4%	52.7%
women	52.6%	47.3%
<i>upper middle quartile</i>		
men	40.1%	38.7%
women	59.9%	61.3%
<i>lower middle quartile</i>		
men	55.8%	56.8%
women	44.2%	43.2%
<i>lower quartile</i>		
men	65.4%	66.5%
women	34.6%	33.5%
Bonus pay		
<i>mean</i>	77.6%	11.3%
In favour of men or women?	men	women
<i>median</i>	31.5%	2.5%
In favour of men or women?	men	women
<i>Of those who received bonus pay</i>		
men	25.6%	92%
women	4.6%	91%

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 second year that the Gender Pay Gap requirements have been in force. 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 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. CBC looks at 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 2018/19 figures are based on 887 CBC employees as at 31 March 2018 – 476 (53.7%) were men, 411 (46.3%) were women. On average for all employees, women's hourly rate was 61p more than men (mean; 32p more at median).

The 2017/18 figures were 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 222 employees in the upper quartile, 117 are male (52.7%); 105 are female (47.3%).
- Of the 222 in the upper middle quartile, 86 are male (38.7%); 136 are female (61.3%).
- Of the 222 in the lower middle quartile, 126 are male (56.8%); 96 are female (43.2%).
- Of the 221 employees in the lower quartile, 147 are male (66.5%); 74 are female (33.5%).

Bonus:

- In 2018/19 there was a one-off unconsolidated payment paid in October 2017 based on 0.5% of the 2016/17 total salary costs divided equally across all permanent and fixed term staff employed on 30 September 2017. 92% of male/91% of female staff employed on 31 March 2018 received the payment - staff who joined after 30 Sept 2017 were not eligible.
- In 2017/18 120 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 £250 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.