

## 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 legally required calculations that show the difference between the average earnings of men and women in our organisation.

The gender pay gap should not 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.

<b>Colchester Borough Council</b>	
<b>As at 31 March 2020</b>	
<b>Hourly rate</b>	
<i>mean</i>	6.6%
<b>in favour of men or women?</b>	women
<i>median</i>	8.2%
<b>in favour of men or women?</b>	women
<b>Pay quartiles</b>	
<i>top quartile of staff by earnings</i>	
<b>men</b>	42.7%
<b>women</b>	57.3%
<i>upper middle quartile</i>	
<b>men</b>	47.9%
<b>women</b>	52.1%
<i>lower middle quartile</i>	
<b>men</b>	62.8%
<b>women</b>	37.2%
<i>lower quartile</i>	
<b>men</b>	52.3%
<b>women</b>	47.7%
<b>Bonus pay</b>	
<i>mean</i>	69.2%
<b>In favour of men or women?</b>	men
<i>median</i>	69.6%
<b>In favour of men or women?</b>	men
<i>Of those who received bonus pay</i>	
<b>men</b>	18.7%
<b>women</b>	0.7%

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 (which is the maximum amount of pay 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. Colchester Borough Council pays the Living Wage, independently set by the Living Wage Foundation each year, as a minimum to all directly employed staff.

## Annual review

Colchester Borough Council is one of a comparatively small number of organisations where the median average hourly pay rate for women is slightly above that of men. This is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).

The median average hourly pay rate does not mean that every female employee earned more than a male employee – it's an average across all employees and reflects the fact that more women than men have roles in the 'top earning half' of the organisation. Women held 239 (54.7%) of the roles in the top and upper middle pay quartiles - compared with 198 men (45.3%).

We continue to have one transparent pay system for all staff, and to monitor our recruitment and employment practices. Job evaluation is carried out to objectively assess the demands of each job. Colchester Borough Council's Officer Pay Policy ensures that all parts of the organisation are operating fairly and consistently, and this policy is reviewed and agreed annually by full Council.

## Background and further information

### Colchester Borough Council

#### Hourly rate:

The 2020 figures are based on 873 CBC employees (including casuals) as at 31 March 2020 – 449 (51.4%) were men, 424 (48.6%) were women.

**Pay quartiles** – these split the total number of staff into 4 groups, from highest to lowest earners:

- Of the 218 employees in the upper quartile - 93 are male (42.7%), 125 are female (57.3%).
- Of the 219 in the upper middle quartile - 105 are male (47.9%), 114 are female (52.1%).
- Of the 218 in the lower middle quartile - 137 are male (62.8%), 81 are female (37.2%).
- Of the 218 employees in the lower quartile - 114 are male (52.3%), 104 are female (47.7%).

#### Bonus pay:

- In 2020, 85 men received a bonus (18.7%); 3 women did (0.7%). 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

- Colchester Borough Council'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.
- The Council has a wide range of policies and practices to 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 nationally 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.