

Gender Pay Gap Reporting – April 20 to March 21

Gender Pay Gap Definitions

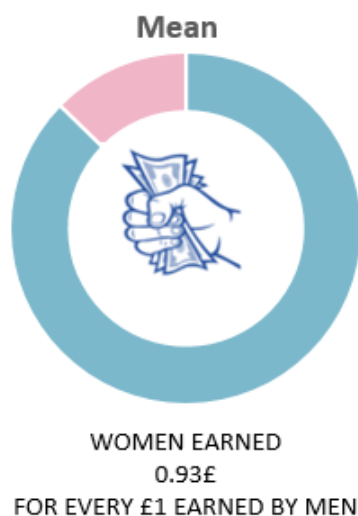
The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings.

- The **mean pay gap** is the difference between average hourly earnings of men and women.
- The **median pay gap** is the difference between the mid-point in the range of hourly earnings of men and women, when arranged from lowest to highest.

Gender Pay Gap figures for 2020/21

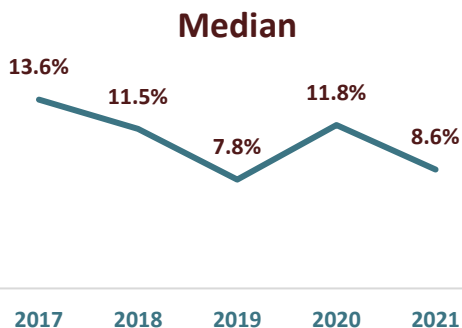
This is our annual gender pay gap report for the **snapshot date of 31st March 2021**.

- Our mean gender pay gap was 6.82%
- Our median gender pay gap was 8.56%
- Although the council does not pay bonuses as such, our mean gender “bonus” gap (as per the gender pay gap guidelines) was -320.83%
- Our median gender “bonus” gap was 0%
- The proportion of male employees receiving a “bonus” was 1.9% and the proportion of female employees receiving a bonus was 3.1%.



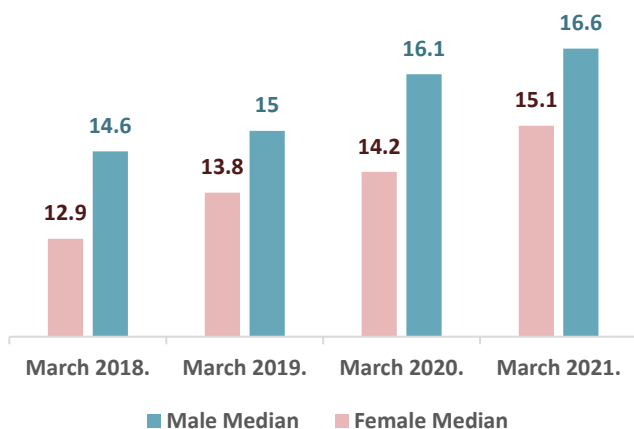
Due to local government job evaluation and pay scales, men and women in similar jobs are on the same pay grade.

Comparison with previous years

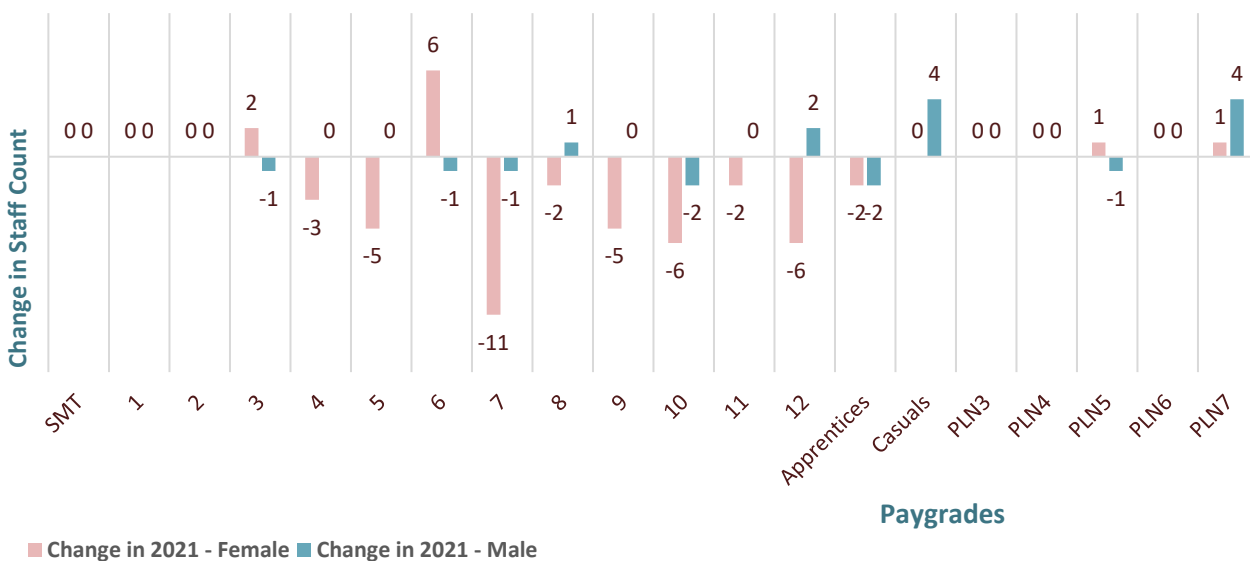


Year	Mean	Median
2017	16.6%	13.6%
2018	14.5%	11.5%
2019	15.4%	7.8%
2020	14.5%	11.8%
2021	6.8%	8.6%

Male vs Female Median Comparison



This graph illustrates, the difference in male Vs female median hourly pay over the years. We have seen slight rise and fall in the difference over the years. In 2021, the difference has reduced in comparison to previous evaluation period.



The above graph represents the change in the number of male and female staff hired at different Hay evaluated grades in 2020 and 2021. Although the female vs male composition of total staff is nearly the same (65:35 in 2020 and 63:37 in 2021) in these two years the distribution of the staff across pay grades has changed. Please note there was a reduction in average total staff count in 2021.

Gender	2019	2020	2021
Female	67.2%	65.5%	62.7%
Male	32.8%	34.5%	37.3%
Total Staff Count	448	446	415

Some noteworthy factors that influenced the 'Difference in Median' to fall in 2021 in comparison to 2020 are:

- Reduction in average total staff count.
- Increase in the number of female staff in paygrades 3 and 6, that fall in the upper and upper middle quartiles.
- Significant decrease in the number of female staff in the paygrades 9, 10, 11 and 12 that fall in the lower and lower middle quartiles.
- There is a minor increase in the percentage of full time female staff and minor decrease in percentage of male full-time staff count in comparison to 2020.

2021				2020		
Gender	Count	FT Staff Count	Percentage	Count	FT Staff Count	Percentage
Female	260	134	51%	292	145	50%
Male	155	125	80%	154	126	82%

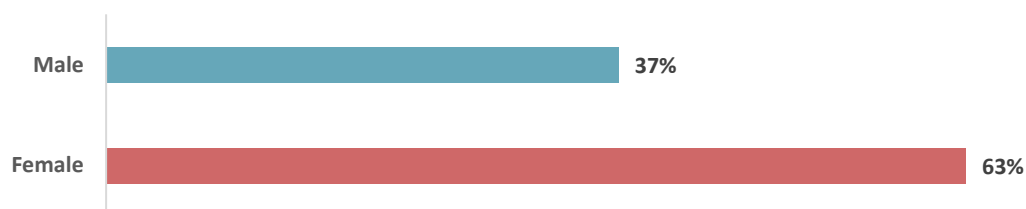
Gender Pay Gap by Quartile

The gender pay gap by quartile shows the proportion of male and female employees in quartile pay bands, which are calculated by dividing the workforce into four equal parts. A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Quartile/Gender	Female	Male	What is included in this band?
Lower Quartile	69%	31%	All employees whose standard hourly rate is within the lower quartile
Lower Middle Quartile	66%	34%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
Upper Middle Quartile	60%	40%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
Upper Quartile	56%	44%	All employees whose standard hourly rate is within the upper quartile

Total Waverley staff relevant for the gender pay gap calculation in the snapshot date of 31st March 2021 were 415. A breakdown by gender is given below.



The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. The Lower quartile includes the lowest-paid 25% and upper quartile covers the highest-paid 25% of our staff. If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 69% of the employees in Lower Quartile are women and 31% men. The percentage of male employees increases throughout the remaining bands, from 34% in band B to 44% in upper quartile.

At Waverley Borough Council we are committed to 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 reassignment or disability. Also as mentioned above, due to local government job evaluation and pay scales, men and women in similar jobs are on the same pay grade.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles attract different salaries.

Quartile figures from previous years for comparison

Quartile	Gender	2021 March	2020 March	2019 March	2018 March	2017 March
Lower Quartile	Female	69%	73%	73%	78%	71%
	Male	31%	27%	27%	22%	29%
Lower Middle Quartile	Female	66%	70%	69%	72%	77%
	Male	34%	30%	31%	28%	23%
Upper Middle Quartile	Female	60%	62%	69%	68%	68%
	Male	40%	38%	31%	34%	32%
Upper Quartile	Female	56%	57%	57%	58%	54%
	Male	44%	43%	43%	42%	46%

Our “Bonus” Gender Pay Gap

“Bonuses” include anything which relates to profit sharing, productivity, performance incentive, and commission. Whilst Waverley Borough Council does not award bonuses for performance as they are commonly understood, we have two types of payment that government guidance considers “bonuses”; these are Golden Hello payments, and Long Service Award vouchers.

Bonus figures for 2020/21

In 2020/21, **eleven** employees received payments which the government guidance considers bonuses: 3 of these payments were made to male employees, and 8 of these were to female employees. Women earned £1 for every £1 that men earned when comparing median bonus pay. Their median bonus pay is equal to men's.

When comparing mean bonus pay, women's mean bonus pay is 320% higher than men. The gap is calculated using all such payments made to staff between April 2020 and March 2021. This figure is likely to change significantly from year to year due to the very small number of individuals included in the calculation.

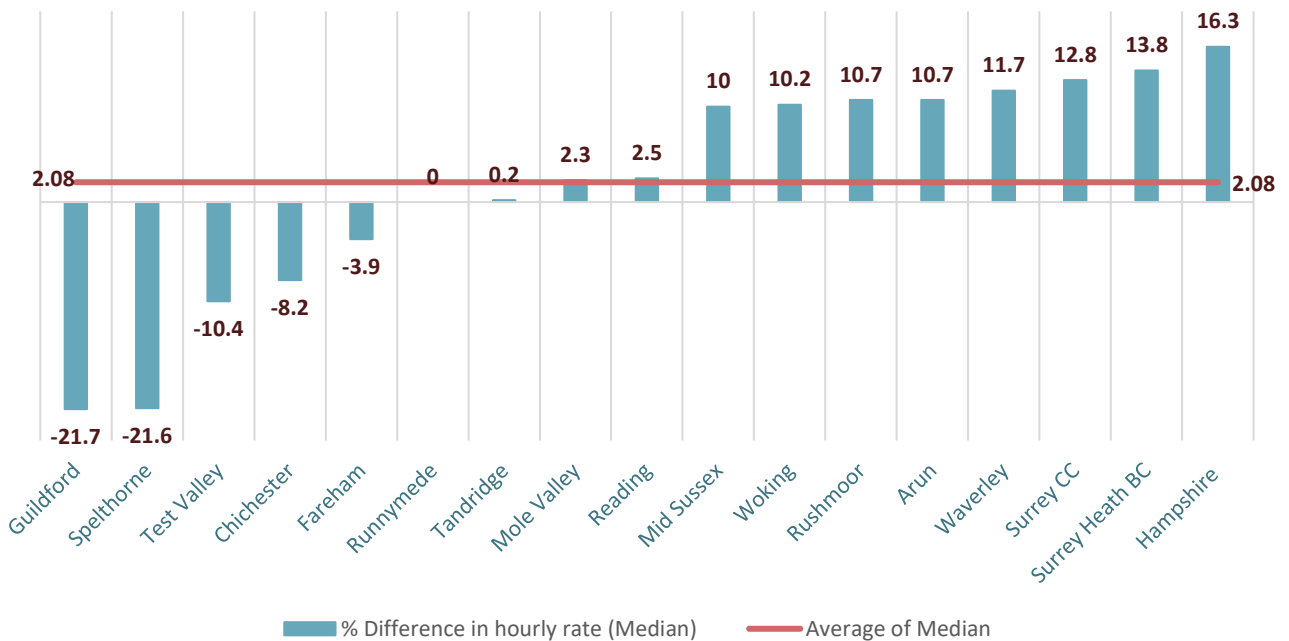
The proportion of male employees receiving a bonus is 1.9%. The proportion of female employees receiving a bonus is 3.1%.

Benchmarking

2021 pay gap figures are not yet available for all councils, so the following is based on the 2020 figures. These show that, among 16 nearby district councils, *

- Waverley was 4th highest on proportion of women in top pay quartile.
- Waverley had the fourth highest median gap in favour of men.
- Waverley had the 4th highest proportion of women in the lowest pay quartile.

Median Gender Pay Gap



* Arun District Council, Chichester District Council, Fareham Borough Council, Guildford Borough Council, Hampshire County Council, Mid Sussex District Council, Mole Valley District Council, Reading Borough Council, Runnymede Borough Council, Rushmoor Borough Council, Spelthorne Borough Council, Surrey County Council, Surrey Heath Borough Council, Tandridge District Council, Test Valley Borough Council, Woking Borough Council