

APPENDIX B – What the Council is required to publish (Gender Pay Gap)

Since 2017, organisations with 250 or more employees must publish statutory calculations every year showing how large the pay gap is between their male and female employees using a specific reference date. For public sector organisations this is the 31st March.

The gender pay gap is an equality measure that shows the difference in pay between all men and women in a workforce expressed as a percentage of men's earnings. It can sometimes be confused with the law on 'equal pay'. An equal pay analysis looks at whether men and women doing equal work are paid the same i.e. it is a direct comparison between the contractual terms (including pay) of two people of the opposite sex doing equal work. A gender pay review, however, looks at the pay of men and women at all levels of the workforce as a whole.

Calculations

Mean	% difference between the mean hourly rate of pay of male and female employees
Median	% difference between the median hourly rate of pay of male and female employees
Mean bonus	% difference between the mean bonus pay paid to male and female employees
Median bonus	% difference between the median bonus pay paid to male and female employees
Bonus proportions*	% of male and female employees who were paid bonus pay during the relevant period
Quartile pay band proportions	Proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

*Please note that the calculations relating to bonus proportions are not required for Warwickshire County Council.

Key points about the basis of the calculations

- The mean average involves adding up all the numbers and dividing the result by how many numbers are on the list.
- The 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.

- The data is based on 'full time relevant employees', i.e. those employed on the reference date and paid their usual full basic pay during the relevant pay period.
- The data is based on 'ordinary pay', defined as basic pay, allowances, pay for piecework, pay for leave and shift premium pay but not overtime pay; redundancy or other termination payments, pay in lieu of leave, or non-cash benefits.
- The calculations are based on head count and not on 'full time equivalent' (FTE) numbers of employees.