

# Gender Pay Gap Reporting

2023/2024 Reporting Year

Under legislation that came into effect in April 2017, UK employers with over 250 employees are required to publish their gender pay gap. The gender pay gap is a mathematical indicator of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is different from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

Tendring District Council is confident that as a result of regular analysis and monitoring, we meet our equal pay obligations. This includes ensuring that all officers are paid fairly, have equal access to jobs and that employment practices are supportive of families and work life balance.

Our gender pay gap figures have been calculated in line with the regulations set out in the gender pay gap reporting legislation. This also requires the publication of bonus pay details; however, this does not apply to Tendring as the Council does not operate bonus schemes for any officers.

We are pleased to report that at the time of writing, Tendring District Council's figures demonstrate that our gender pay gap is significantly lower than the UK average of 14.3% (ONS October 2023). An overview of Tendring's pay gap figures is as follows, with data based on the 'snapshot date' of 31 March 2023.

*Differences between gross hourly earnings for male and female employees*

*At an organisational level, male and female employees represent 38% and 62% of the workforce respectively.*

## Mean

**£1.24**

The male mean hourly rate is 8.2% higher than the female mean hourly rate.

The ratio of M to F at quartile level is in keeping with composition at an overall organisational level.

There are more males in Senior Manager/Assistant Director roles and above.

## Median

**£0.15**

The male median hourly rate is 1.2% higher than the female median hourly rate.

80% of apprentices included in the calculation are female.

The above two points will distort the mean calculation to make the male hourly rate higher, whilst the median calculation does not weight these individual factors as heavily, thus reflecting a more balanced hourly rate overall.

## Female / Male representation in each Reporting Quartile.

