

# Gender Pay Gap Reporting

2022/2023 Reporting Year

Following legislation effective from 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 15.4% (ONS October 2021). An overview of Tendring's pay gap figures is as follows, with data based on the 'snapshot date' of 31 March 2022.

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

*At an organisational level, male and female employees represent 43% and 57% respectively.*

<b>Mean</b>
<b>£0.78</b>
The male mean hourly rate is 5.8% higher than the female mean hourly rate.

Each reporting quartiles is broadly representative of the overall staff ratio for the organisation, within a tolerance of 3%.

Our data shows there is no material disparity at each pay level within the organisation, when viewed within the context of the UK average (ONS October 2021).

<b>Median</b>
<b>£0.00</b>
The male and female median hourly rates are equal for this reporting period.

A visual representation of each quartile is shown on this page.

The Council's pay gap will continue to be reviewed and if any substantial gaps are identified as the Council interprets data, a suitable action plan will be prepared.

## Female / Male representation in each Reporting Quartile.

