

# GENDER PAY GAP 2017 REPORT SUMMARY



Nottingham City Council (NCC) aims for Nottingham to be an internationally successful and prosperous city that offers its residents the means and opportunities to realise their potential. Our equality objectives help us to focus on reducing inequality and advancing equality through the decisions that we make and through our policies and practices. Tackling our gender pay gap remains part of our objectives.

## Gender split - percentage of male and female employees at NCC



Men: 39%



Female: 61%

## Pay and bonus gap

	Mean (average)	Median (average)
Gender pay gap	4.2%	2.6%
Gender bonus gap	-110.9%	-224.0%

Our pay report is a snapshot of pay from 31 March 2017. This was before new terms and conditions were introduced to the workforce.

The **mean** average pay gap means that, for every £1 earned by men, women earn just under 96p. The reason that there is a gap is because in the highest and lowest quartiles, males earn more than females by a large enough margin to raise their mean hourly rate.

The **median** average pay gap means that for every pound that the male at the middle of all male earners gets paid, the female at the middle of all female earners gets paid just over 97p. This is because there are proportionally more male earners in the upper quartile than in other quartiles, and proportionally fewer male colleagues in the lower quartile than in other quartiles. (Please see page 2 for quartile details)

### Our bonus payments

These figures relate to only 30 employees in two very different areas of the Council. In Enviroenergy, NCC had to pay a power generation bonus, protected under TUPE regulations. This stopped being paid in May 2016 and will no longer feature as part of pay. There are more males in this area than females.

In Theatre Royal Concert Hall (TRCH), employees earn commission for concessions that the whole team sells to theatregoers (split fairly across team members). There are more females in this area than males.

The reason that females receive more bonus is because the bonus amounts paid in the TRCH are higher than those in Enviroenergy, and the higher bonuses are paid in an area with more female employees.

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## Pay quartiles

		Upper quartile		Upper middle quartile			
Men	41.9%	Women	58.1%	Men	39.3%	Women	60.7%
		Lower middle quartile		Lower quartile			
Men	40.2%	Women	59.8%	Men	35.9%	Women	64.1%

Splitting the hourly rates of pay into quartiles and examining the percentage of male and female employees in each.

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## Making changes

### What we've already done

- We have already introduced the new Nottingham pay, terms and conditions, which has reduced pay points in the structure to ensure colleagues move to the top of their grade within two years of employment.
- Existing policies for work/ life balance, including childcare vouchers and the flexible working framework.
- Training and development programmes around unconscious bias and recruitment procedures are in place.

### What comes next

- Analysis of colleague opinion survey data, alongside pay reporting to improve workforce planning to encourage increasing numbers of women in senior roles.
  - Further development of existing coaching and mentoring schemes
  - Encouraging partner organisations such as Nottingham Revenues and Benefits, Robin Hood Energy, Nottingham City Transport to encourage publication of their gender pay gap information.
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