



**THREE RIVERS DISTRICT COUNCIL  
GENDER PAY GAP REPORT (2019 - 2020)  
(published 24 March 2020)**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all local authorities with more than 250 employees to publish the following gender pay gap data based on an annual 'snapshot' pay period of 31 March each year:

- mean and median gender pay gaps in hourly pay
- mean and median gender bonus gaps
- proportion of men and women who received bonuses
- proportions of men and women employees in each pay quartile

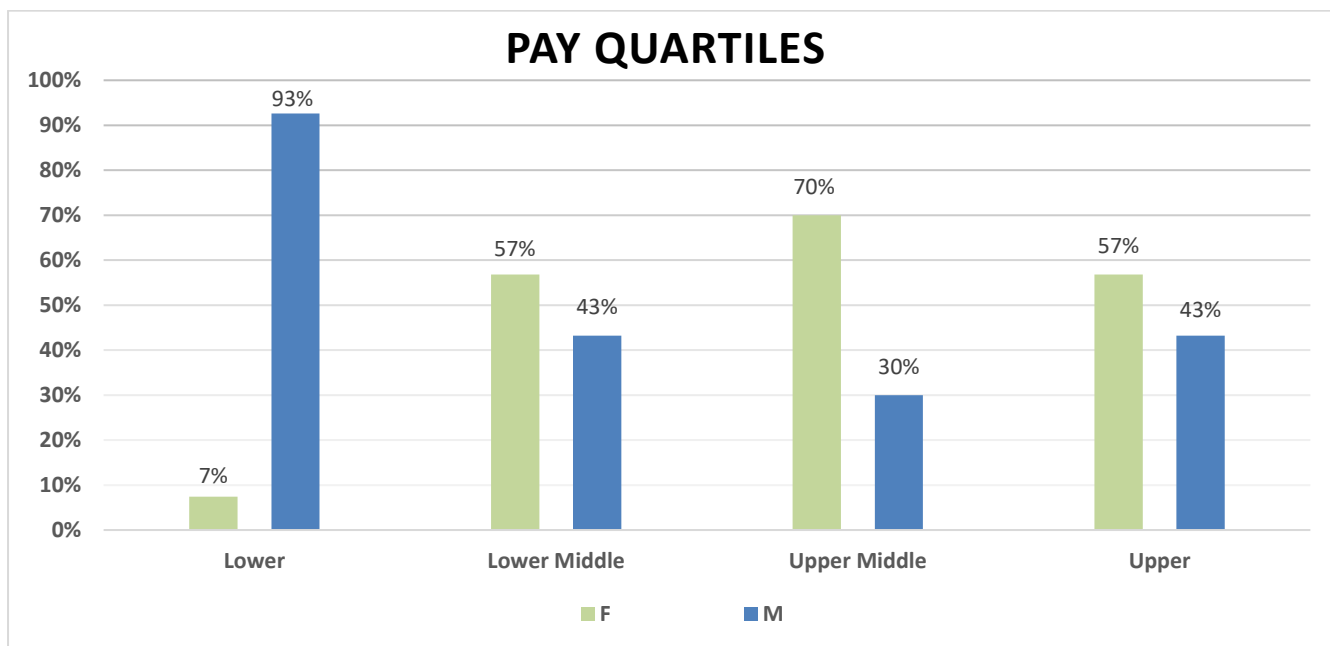
The Council published its pay gap information for the first time in March 2018. It is required to publish this information annually, on its website and the Government's website.

This report relates to the snapshot date of March 2020.

The UK's gender pay gap among full-time employees in 2019 was 8.9% (8.6% in 2018). The gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019, and continues to decline. Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE).

1. The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. The gender pay is expressed as a percentage of men's earnings
2. **Mean and Median Pay Gap Reporting** – Three Rivers District Council has a positive pay gap for both the mean and median gross hourly rates:
  - The Mean (average) Gender Pay Gap - When comparing mean hourly wages, women's mean hourly wage is 18% higher than men's.
  - The Median (middle) Gender Pay Gap - On average females are paid 44% more than males. Another way of expressing this is that she takes home £1.44 for every £1 that her male colleagues earn. This is because our lowest paid employees are manual workers, all of whom are men.
  - Compared to March 2019, the workforce has been relatively stable and the reason for the changes in the pay gap is attributable to the annual pay increase and progression through the grade.
3. **Bonus Reporting** - A small group of lowest paid depot staff (39.4% of men; 0% women) in the grounds maintenance department who TUPE transferred receive a bonus payment. No women received a bonus because all 13 grounds maintenance staff are men. This is the last year this retained entitlement will be paid.

4. **Salary Quartile Reporting** (proportion of women in each pay quartile):



4.1 Women make up 57% of higher-paid jobs and 7% of the lowest paid jobs. The main change in the quartiles relate to the upper quartile as there are now slightly more females this year compared to last year.

5. **Gender Pay Gap Analysis**

5.1 Size of our organisation: 250 to 499. A total 323 employees are included in this report.

<b>Females</b>		<p align="center"><b>Gender Split</b> 323 Employees</p> <p align="right"> <span style="color: green;">■</span> Female  <span style="color: blue;">■</span> Male                 </p>	<b>Males</b>	
<b>Count</b>	154			<b>Count</b>
<b>Mean hourly Rate</b>	£16.74		<b>Mean hourly Rate</b>	£14.18
<b>Median hourly rate</b>	£15.81		<b>Median hourly rate</b>	£11.00

6. **Conclusions and Action Plan**

6.1 The Council is confident that its gender pay gap does not stem from an equal pay issue. All posts are graded using a recognised job evaluation system to ensure individuals receive equal pay for equal work.