Reigate & Banstead Borough Council
Gender Pay Gap Report 2019

This report outlines our 1 April 2018 to 31 March 2019 data, and our plans to address the gap.

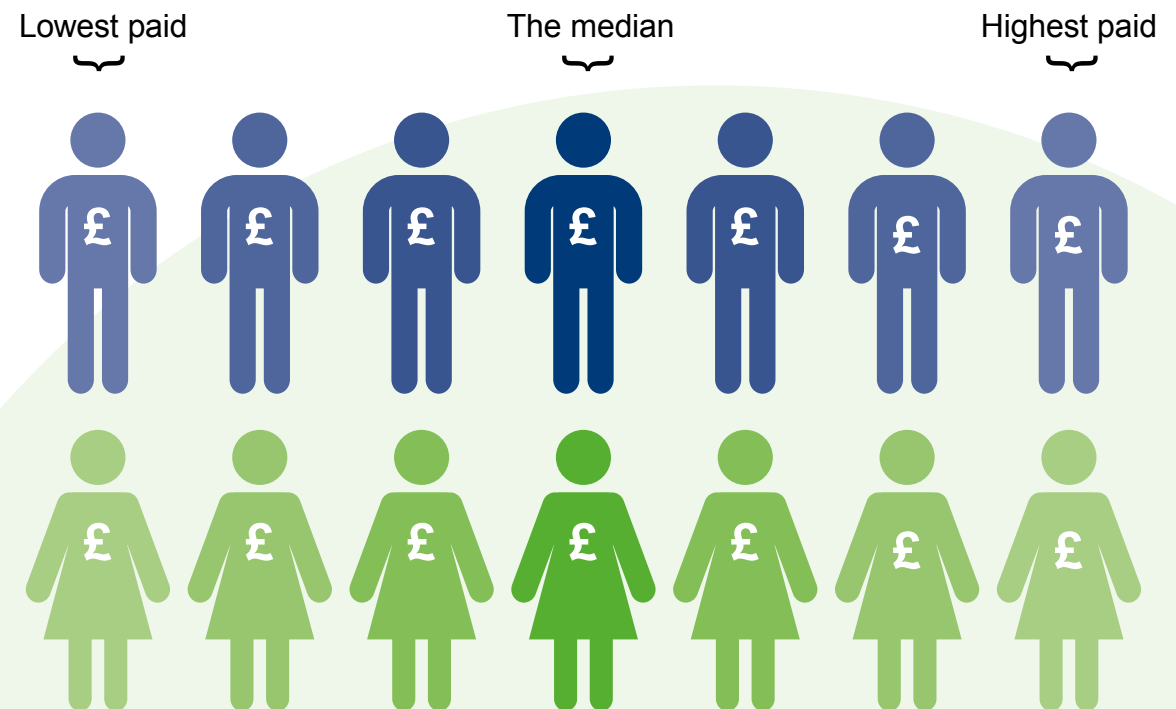## What is gender pay and how is it calculated?

Gender pay is a high level snapshot of pay within an organisation and shows the difference between the average pay of the men and women in a workforce. Each organisation with 250 or more employees is required by law to publish its previous financial year's gender pay gap (GPG) information.

If all employees were lined up in two lines - one male and one female - in order of pay from the lowest to the highest, the **median gender pay gap** compares the pay of the male in the **middle** of their line and the female in the **middle** of their line.

The **mean gender pay gap** shows the difference between the **average** hourly rate of pay for men and that of women in an organisation.
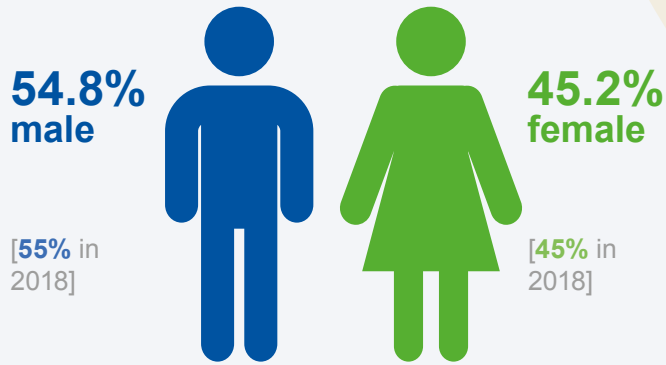
Gender pay, not equal pay

The gender pay gap is a different concept to equal pay. Equal pay is the difference in pay between men and women who carry out the same or similar jobs.
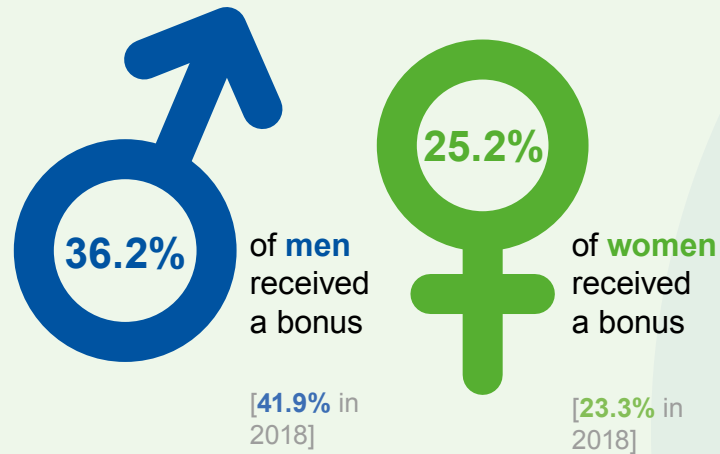
Lowest paid   The median   Highest paid

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Gender balance

At 31 March 2019 we had a workforce of **485** staff with a gender balance of:

54.8% male

[**55%** in 2018]

45.2% female

[**45%** in 2018]

Pay and bonus comparison

Gender Pay:

For every **£1** earned by our **male employees, female employees** earned **£1.12**
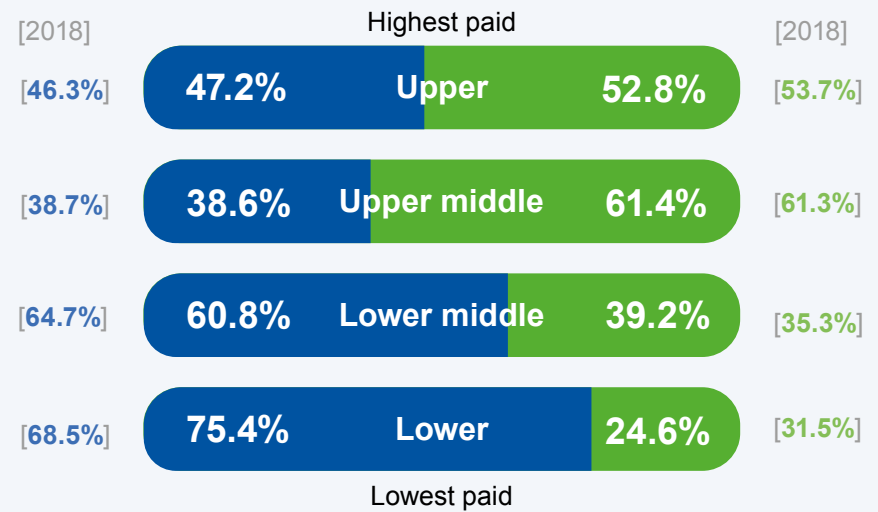
Bonus Pay:

For every **£1** of bonus given to **male employees**, **£1.60** was given to **female employees**

Difference between **men** and **women**	MEAN (average)	MEDIAN (middle)
Gender pay gap	**-11.9%** [**-6.9%** in 2018]	**-24.8%** [**-18.9%** in 2018]
Bonus pay gap	**-59.9%** [**-23.2%** in 2018]	**-36.2%** [**-51.0%** in 2018]

Bonus pay

Between 1 April 2018 and 31 March 2019:

36.2% of **men** received a bonus

[**41.9%** in 2018]

25.2% of **women** received a bonus

[**23.3%** in 2018]

Pay quartiles

The proportion of **men** and **women** in each pay band is:

Highest paid

| [2018]	men	women	[2018]
[46.3%]	47.2% Upper	52.8%	[53.7%]
[38.7%]	38.6% Upper middle	61.4%	[61.3%]
[64.7%]	60.8% Lower middle	39.2%	[35.3%]
[68.5%]	75.4% Lower	24.6%	[31.5%]

Lowest paid

Key: ● women   ● men   **- gap in favour of women**   **+ gap in favour of men**

Our gender pay gap and what we'll focus on next

We recognise that we consistently have a gender pay gap in favour of women, and we plan to address a number of factors that together will move us closer to where we want to be.

Our long term goal is to achieve better gender pay parity by 2025 through greater exploration into the potential root causes of our gap and implementation of a number of interventions.

These interventions are expected to fall into three themes:
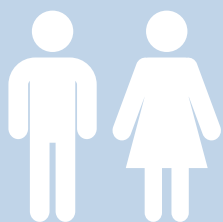
Addressing gender imbalance in key workforce areas

Promoting the attractiveness of our operational roles (more manual / physical roles) to women, by;

- promoting manual / physical roles in a way which emphasises how they can be performed well, irrespective of gender
- learning from other organisations who are successful in attracting women into these fields
- promoting the parts of our employment package which make working for us attractive, including flexible working patterns, annual leave allowance and pension.
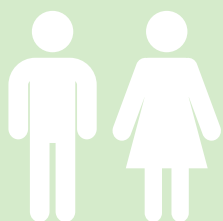
Ensuring our salary and bonus pay ranges are set using a consistent set of criteria

Reviewing our approach to determining pay ranges and bonus schemes for each role, to ensure we are competitive with external market pay levels and there is parity internally, by;

- considering a revised system for determining pay and bonus levels and frequency of review
- reviewing the processes, controls and criteria for in year pay, grading and bonus requests to ensure they remain robust and consistent.
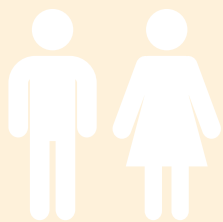
Supporting development and career progression

Expanding opportunities for the career development and progression of all employees, by;

- reviewing how we provide equal opportunity for internal career progression
- supporting our managers to identify key roles requiring succession planning
- supporting our managers to select and support the development of individuals to fulfil roles identified for succession planning.

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