**GENDER PAY GAP REPORTING** - **based on information as at 31st March 2024.**

The Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and to publish the results on both the Council website and the Government website.

The data captured is a snapshot based on information as of 31st March 2024\*.

*\*Please note -The report reflects what individual employees were paid in the calendar month that related to 31st March 2024(so the paydays of 15/03/24 for NJC staff or 23/03/24 for Teaching staff). The figures reflect the 1.4.23 pay award that runs to 31.3.2024.*

The data required relates to calculations that show the difference between the average earnings of male and female employees. It does not involve publishing individual employee data.

The pay calculations are based on gross pay calculated before deductions at source.  “Pay” includes basic pay, paid leave, allowances, and shift pay.  It does **not** include any overtime pay, expenses, redundancy or any other termination pay.

Gender Pay Reporting is established by capturing data from HR and payroll records from within the Council’s HR and Payroll data system (iTrent).

The figures relate to centrally employed staff and do not include staff employed by schools. Schools Governing bodies are required to publish their own data but only if they employ over 250 employees covered by the legislation.

The duty to publish annual information relating to pay includes.

* The difference in the mean and median pay of male and female employees; and
* The numbers of male and female employees employed in quartile pay bands.

In calculating the mean and median pay gap, employees who are not on full pay due to being on leave are excluded. Leave includes maternity, paternity, adoption, parental and shared parental leave, sick leave, annual leave, and special leave.

In terms of the statistics provided in this report it is necessary to record the statistics based on occupancy of job role as some employees hold multiple jobs. Consequently, in terms of one female employee with 2 distinct job roles each role performed is counted separately, in order that the statistics count two females with two distinct hourly rates of pay.

Based on occupancy of job role Sefton has 3311 roles filled. 65.93% of roles are occupied by females (2183 roles) and 34.07% are occupied by males (1128).

**What the figures represent**

* A positive percentage shows that women have lower pay than men.
* A negative percentage shows that men have lower pay than women.
* A zero percentage shows that there is equal pay between men and women.

**SEFTON MEAN FIGURES**

The mean hourly rate is calculated by adding together all hourly rates and dividing by the number of employees in each gender.

**Male Mean Hourly Rate = £ 18.13**

**Female Mean Hourly Rate = £ 17.61**

**Overall differential = £0.52.** The Mean gender pay gap is the overall differential represented as a percentage of the male mean hourly rate which equates to 2.86%.

**SEFTON MEDIAN FIGURES**

The median hourly rate is calculated by ranking all the various hourly rates from highest to lowest and simply selecting the mid figure. If there is an even number in the range, the median is the mean (average) of the 2 middle numbers.

**Male Median Hourly Rate = £ 15.86**

**Female Median Hourly Rate = £ 16.28**

**Overall differential = £ - 0.42** The Median gender pay gap is the overall differential represented as a percentage of the male median hourly rate which equates to – 2.64%.

Sefton’s pay gap figure of 2.86% mean and – 2.64% median is acceptable when put in the context of the comparator figures of other employers.

**QUARTILES – the percentage of men and women in each hourly pay quarter**

The statistics published rank employees into 4 quartiles from highest hourly rate to lowest hourly rate. The quartiles are derived simply by dividing into 4 sections each containing (so far as possible) an equal number of employees. The proportion of male and female employees in each quartile is published as a percentage.

Sefton’s figures are as follows.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Quartile** | **Upper Pay range from Highest paid officer (chief Executive) £94.06 to £21.42 per hour** | **Upper Middle Pay range from £21.42 to £16.14 per hour** | **Lower Middle Pay range from £16.14 to £12.73 per hour** | **Lower Pay £12.73 to £7.87 lower range is apprentice pay** | **Total employees** |
|  |
| **Total No Employees** | 828 | 828 | 828 | 827 | 3311 |
| **Female** | 531 | 580 | 445 | 627 | 2183 |
| **Male** | 297 | 248 | 383 | 200 | 1128 |
| **Female %** | 64.13% | 70.05% | 53.74% | 75.82% | 65.93% |
| **Male %** | 35.87% | 29.95% | 46.26% | 24.18% | 34.07% |

**SEFTON QUARTILE FIGURES**

* Of the top 50 highest pay rates in the Council as at 31.3.2024, 21 were male and 29 were female.
* There is a higher percentage of female employees than male in all 4 quartiles.
* The lower pay rates include roles such as Cleaners, General assistants in schools and school crossing patrol. Some of the employees in this quartile operate in multiple jobs.

**produced February 2024**

**Jill Readfearn Head of HR and Workforce**