

## Gender Pay Gap Report

Plymouth City Council (PCC) has over 250 employees and is required by law to publish an annual gender pay gap report that reports specific figures about our gender pay gap.

The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. The Council operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and based solely on the work being done.

### Pay and Bonus

	Mean	Median
Hourly Pay	2.6%	-3.3%
Bonus	0%	0%

The table above shows our overall mean and median gender pay gap based on hourly pay as of the snapshot date of 31<sup>st</sup> March 2017.

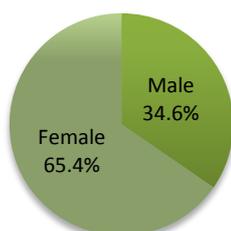
The mean average standard hourly rate of pay for female employees is 2.6% **lower** than that of male employees with the median average standard hourly rate of pay for female employee's being 3.3% **higher** than that of male employees.

PCC does not pay bonus payments to staff therefore providing a nil return for this data.

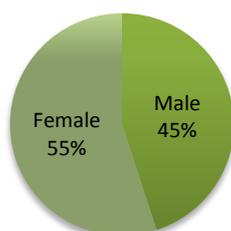
### Pay Quartiles

A quartile is a pay bracket that represents a quarter of the Council's workforce; the quartiles are in ascending order by rates of pay. The chart below shows the split between male and female employees in each quartile from the lowest to the highest.

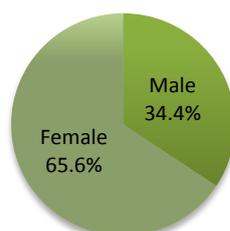
#### Quartile 1



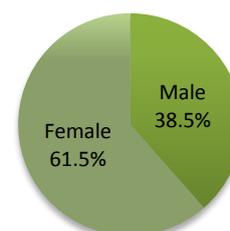
#### Quartile 2



#### Quartile 3



#### Quartile 4



**Workforce Distribution**

	Female	Male
Part-time employees	83.9%	16.1%
Full-time employees	50.5%	49.5%
All employees	61.9%	38.1%

Plymouth City Council is confident that men and women are paid equally for doing equivalent jobs across the organisation. The gender pay gap is not a pay issue because our pay structure is gender neutral by design.

Our analysis of the mean hourly pay gap shows that our pay gap is driven by the structure of our workforce. Plymouth City Council's workforce consists of significantly more women than men, with a larger number of women filling part time roles within the Council. There are more women in the lowest paid quartile than the highest paid. Analysis of the quartiles illustrates that the gap is a result of a higher number of women in part-time roles in the lowest paid quartiles.

Plymouth City Council continues to take targeted action to reduce the gender gap through workforce planning processes. Our Gender Pay Gap figures have been calculated using the mechanisms that are set out in the legislation.

Signed



Date 12 / 03 / 2018

**Andrew Hardingham****Interim Strategic Director for Transformation and Change**