



Elmbridge Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

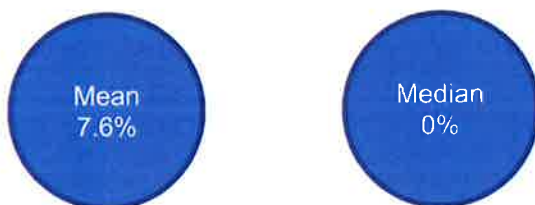
At the snapshot date, the number of employees at Elmbridge Borough Council was 394; of which 58.6% were women and 41.4% were men.

The government regulations require the council to publish an annual gender pay gap report which will enable the council to measure the difference in average earnings between men and women. This will allow the council to identify any pay gap differences and to build on existing initiatives whilst develop others to improve any gender imbalance found.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 with the specified snapshot date of 31 March 2017.

*Robert Moran, Chief Executive*

### **Our Gender Pay Gap**



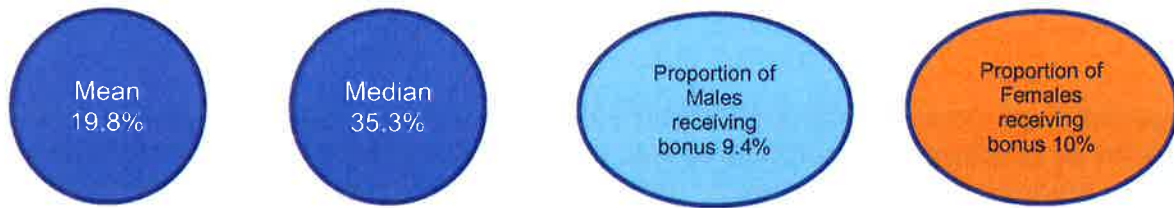
The difference between the average hourly earnings between men and women is the mean pay gap; the median pay gap is the difference between the mid-point in the range of hourly earnings of men and women.

The figures show that our female employees have an average hourly rate that is 7.6% lower than their male counterparts. At the mid-point within the range of hourly earnings we are equal a 0%.

The main reasons for the gender pay gap is where there are imbalances in of male and

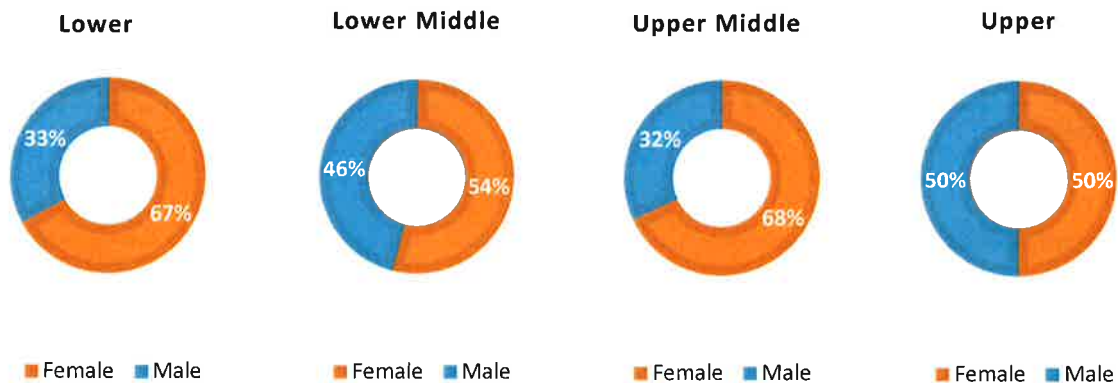
females in different service areas. The council traditionally has more female workers in support roles including catering assistants, cooks and centre assistants. The roles fall within the lower pay scales.

### Gender Bonus Gap



In Elmbridge Borough Council, "Bonus" refers to Long Service Awards, Honorariums, Merit and Recognition Awards. The bonus gap may be impacted by a higher proportion of women with a long length of service. It may also be due to increased flexibility of roles in some service areas.

### Gender Profile by quartile



The charts above show the gender split when the hourly rate of pay is ordered from the lowest to the highest and then split into four equal quartiles.

- The lower quartile consists of a large proportion of female workers which is due to the nature of some of the roles supporting the work of our Centres for the Community. Such roles include Catering Assistants and Cooks which are traditionally undertaken by women.
- The lower middle quartile is fairly evenly split with slightly more females than males.
- The upper middle quartile consists of a large proportion of female employees and contains middle management roles.
- The upper quartile is an even split and the roles contained in this quartile include technical and specialist roles.

## **How we compare to others**

The vast majority of organisations have a gender pay gap, and we compare favorably to others.

The gender pay gap nationally (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. The figure is 13.1% for public sector employees generally but further comparisons specifically with Local Government will be available next year.

## **How we are addressing the Gender Pay Gap**

The issue of gender pay equality in Elmbridge Borough Council is not to do with differences in pay rates for work of equal value, but is entirely related to the distribution of women in lower graded jobs. To a degree this is inevitable in an organisation where the majority of employees are women, but it does illustrate the importance of our work to ensure women have the prospect and ability to secure higher graded roles across the organisation.

### ***Recruitment***

The council has recently undertaken a review of its recruitment process which included consulting with new recruits to obtain ideas on how their experience could have been improved. Equality and diversity is embraced in the recruitment process which is competency based and incorporates the council's values. The council is also a Disability Confident employer.

### ***Learning & Development***

The council has a wide-ranging offer of learning and development opportunities for all employees. This consists of, but is not exclusive; apprenticeships, a management development programme, formal qualifications and a leadership academy.

### ***Flexible Working & Family Friendly Policies***

A wide range of flexible working options are available to employees to support and effective work/life balance. These include compressed working hours, job share, part time working, home working, flexi-time scheme and agile working. The council also operates a scheme to enable employees to purchase annual leave via salary sacrifice.

The council has recently further developed and revised its family friendly policies and guidance including maternity, paternity and parental/shared parental leave.

Any further initiatives launched throughout the year will be reported on the council's intranet.



I, Robert Moran, Chief Executive, confirm that the information in this statement is accurate.

Signed: 

Date: 12 March 2018