

Gender Pay Gap Report

Published March 2018

Northamptonshire County Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our Council; it does not involve publishing individual employees' data. The data used for the calculations is the Council's pay data as of 31st March 2017.

We are required to publish the results on a government gender pay gap [website](#), and in addition it is advisable to publish the high level results on the Northamptonshire County Council website alongside our pay and transparency data.

Gender pay reporting is used to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels

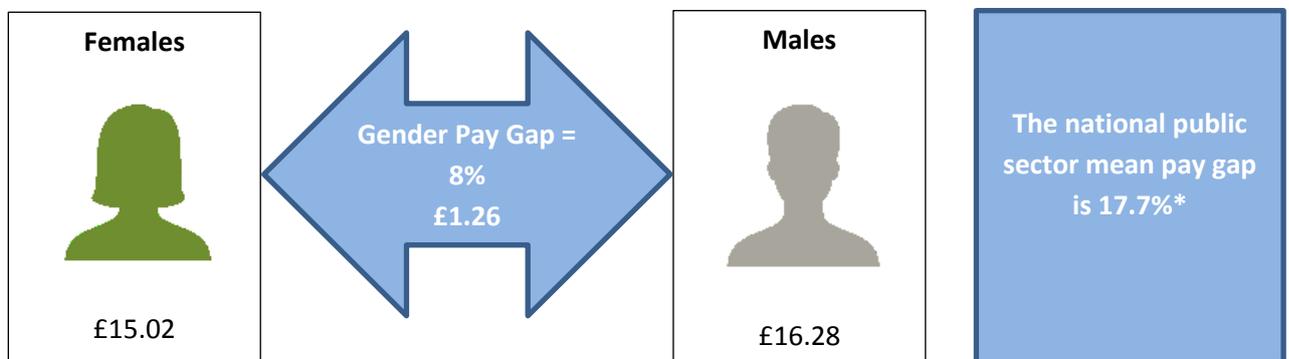
Northamptonshire County Council has a diverse workforce to be proud of. We are committed to equality within our workforce and our flexibility, working practices and wide range of roles ensure that we encourage and support employees to come to work for us, and develop their long-term career to stay with us.

Our Workforce Profile

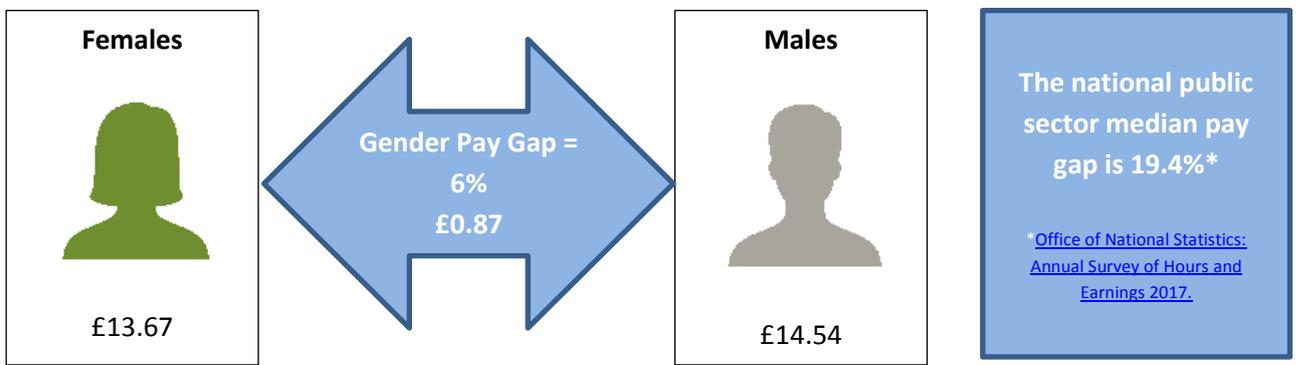
On 31st March 2017 we had 3318 employees, of which 66% were female, and 34% male.



Mean Gender Pay Gap in Hourly Pay: average hourly rate of pay and percentage difference



Median Gender Pay Gap in Hourly Pay: middle hourly rate of pay and percentage difference



Northamptonshire County Council’s mean and median gender pay gaps are significantly below the national public sector figures.

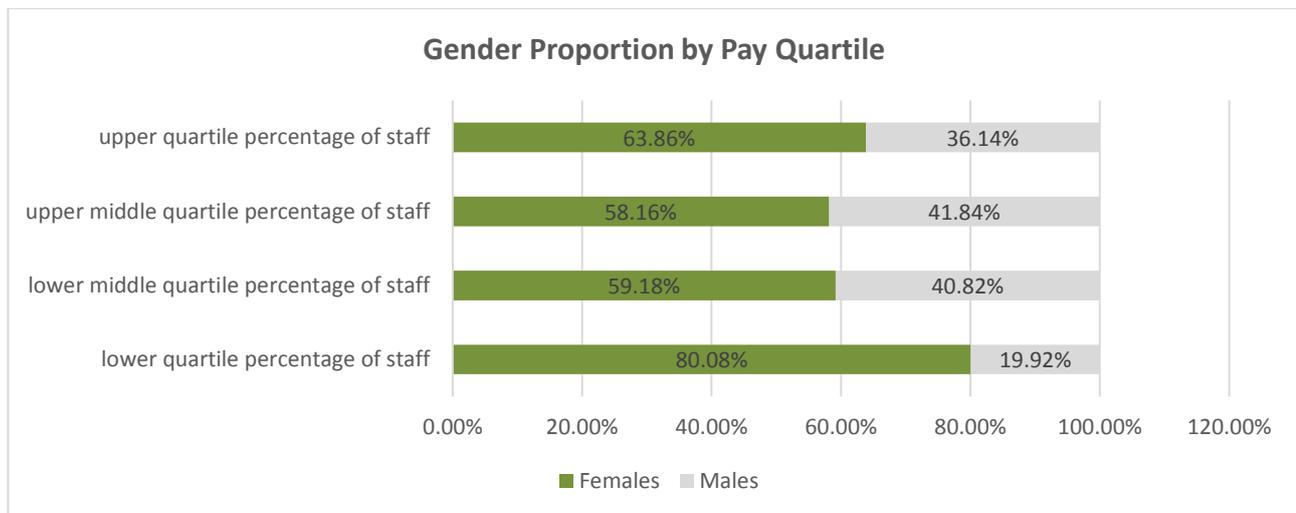
Mean, Median and Proportion of Males and Females Receiving a Bonus Payment

Northamptonshire County Council does not operate a bonus payment scheme, and therefore has no bonus payment gender pay gap. We do offer a long service award that is payable at 25 and 35 years irrespective of gender.

Proportion of Males and Females in Each Pay Quartile

The graph below outlines the gender split by pay quartile.

The lower quartile range relates to hourly rates of £10.84 and lower. The lower middle quartile is hourly rates of £10.84 - £14.52. The upper middle quartile is hourly rates of £14.52 – £17.08. The upper quartile relates to hourly rates of £17.08 and above.



Further analysis of the data demonstrates that females are fairly evenly spread across the pay quartiles, with the exception of the lower quartile where 80% of our employees are female. The high proportion of females in this lower paid quartile has a significant effect on the mean hourly rate and mean gender pay gap.

The challenge in our Council, as it is nationally, is to eliminate any gender pay gap and we will continue to analyse and compare these figures year on year. Our Corporate Management Team will continue to review this data.