



Gender Pay Gap Report

Published March 2019

Northamptonshire County Council is an employer 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 2018.

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.

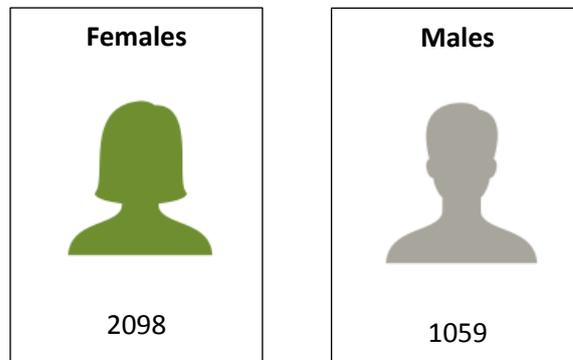
Gender pay reporting is used to assess:

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

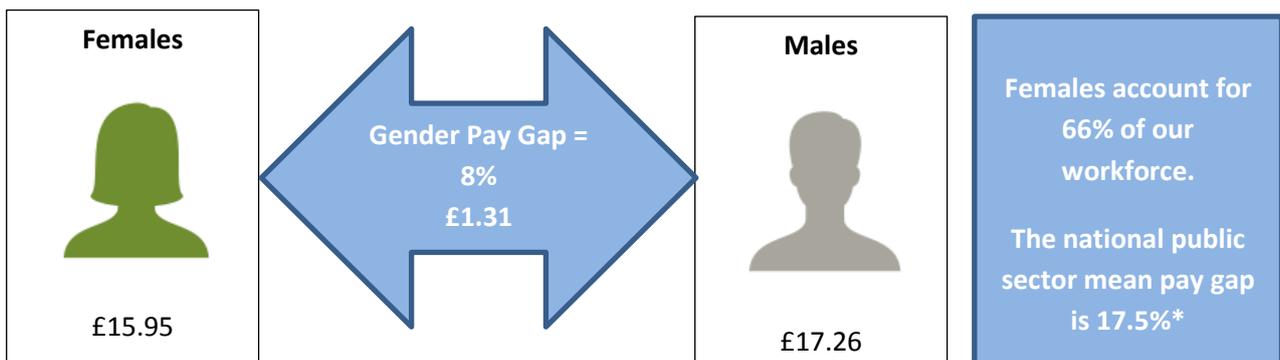
Few employers in Northamptonshire can boast the breadth and variety of roles we enjoy at Northamptonshire County Council. We are one of the biggest employers in the County, with a diverse workforce to be proud of. We are committed to equality within our workforce, and our wide range of roles ensure that we encourage and support women to come to work for us, and develop their long-term career to stay with us.

Our Workforce Profile

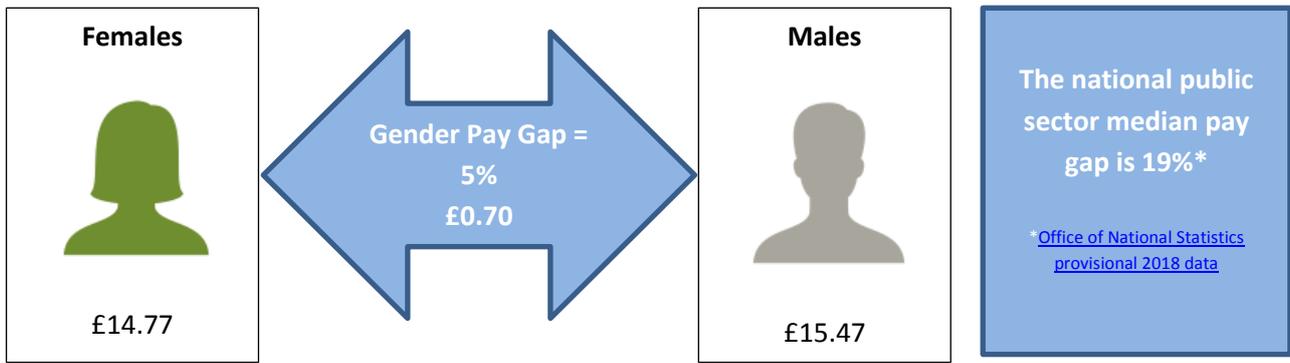
Our total headcount as of the 31st March 2018 was 3,157 with **66%** of these employees being female:



Mean Gender Pay Gap in Hourly Pay



Median Gender Pay Gap in Hourly Pay



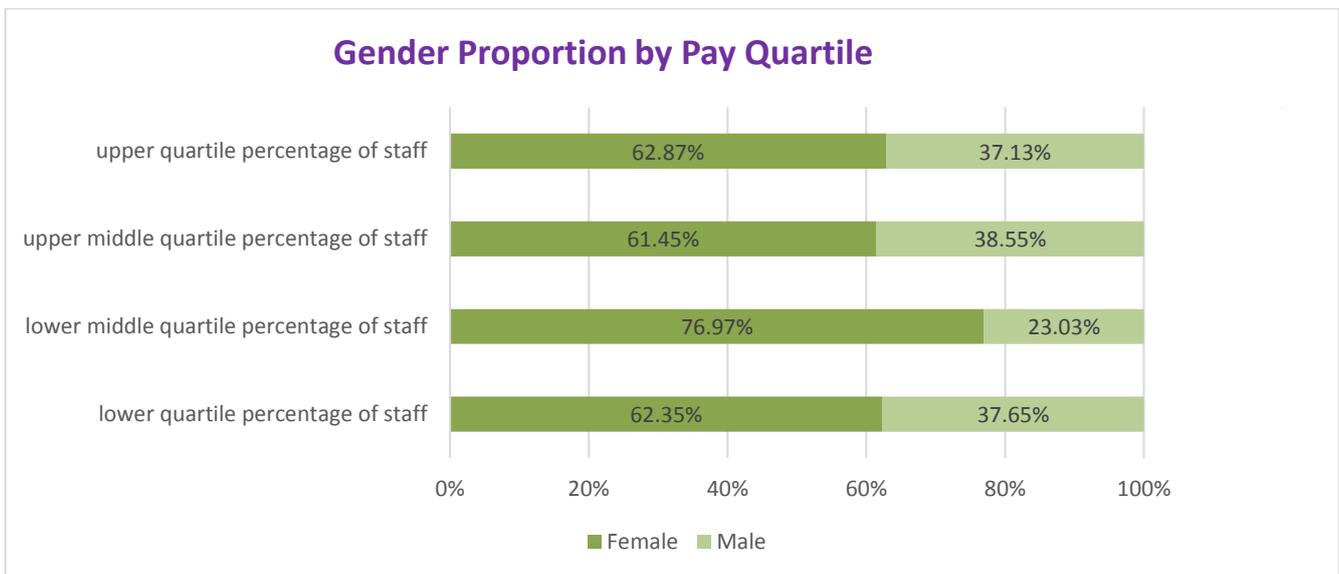
Whilst the mean (average rate of pay) gender pay gap has not changed since last year, the median (middle rate of pay) gap has decreased from 6% to 5%. This is a comparison of two snapshots in time and possible reflection of an organisation going through significant changes which included turnover in senior roles.

Northamptonshire County Council's mean and median gender pay gap is well 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.

Proportion of Males and Females in Each Pay Quartile



The graph above outlines the gender split by pay quartile. The lower quartile range relates to hourly rates of up to £12.11. The lower middle quartile is hourly rates of £12.13 - £15.12. The upper middle quartile is hourly rates of £15.12 – £18.64. The upper quartile relates to hourly rates of £18.64 and above.

With our overall workforce split between women and men comprising 66:34, this is a useful benchmark against which to compare the balance in each of the quartiles. Women are fairly evenly split across the pay quartiles, with the exception of the lower middle quartile where almost 77% compared to 66% of women staff overall.

Next Steps

The challenge for NCC, as it is nationally, is to eliminate any gender pay gap and we will continue to analyse and compare these figures year on year. The Northamptonshire Leadership Team will continue to review this data.