

Gender Pay Gap Report

Published March 2020

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 2019.

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

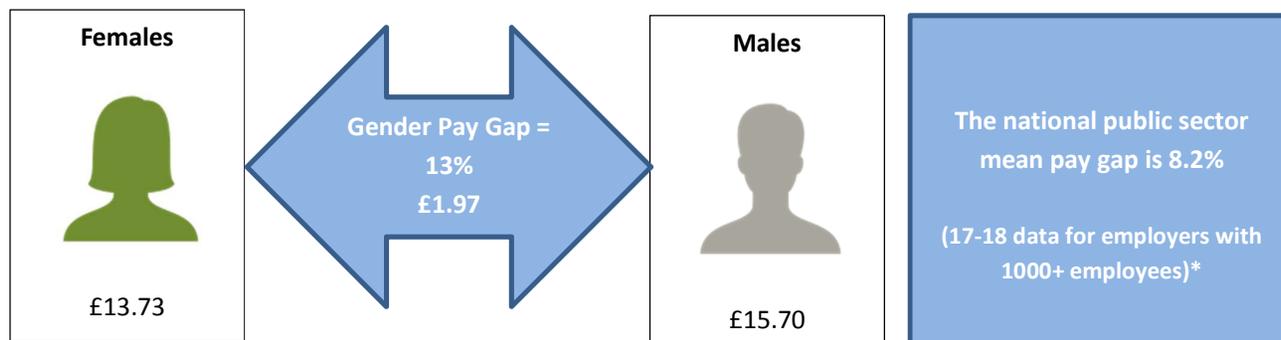
Few employers in Northamptonshire can boast the breadth and variety of roles we enjoy at Northamptonshire County Council. We are one of the biggest employers in the County, with a diverse workforce to be proud of. We are committed to equality within our workforce, and our wide range of roles ensure that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

Our Workforce Profile

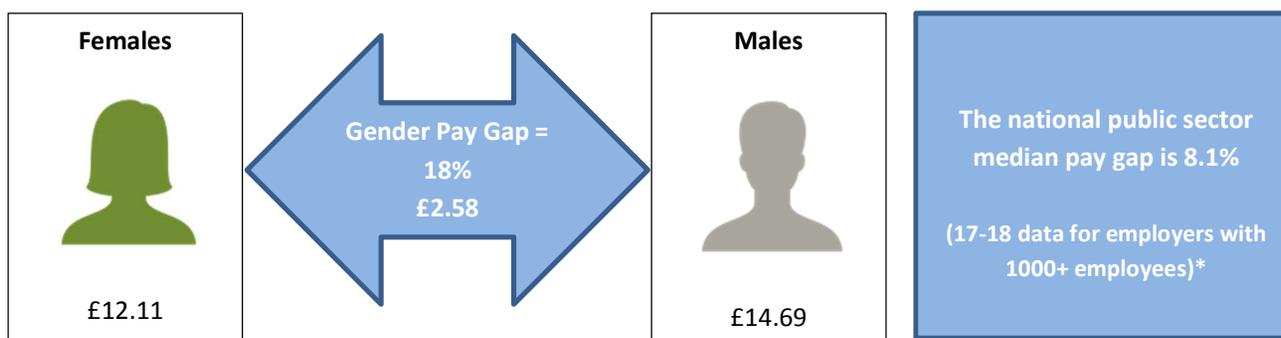
Our total headcount as of the 31st March 2019 was 4,238 with 79% of these employees being female:



Mean Gender Pay Gap in Hourly Pay



Median Gender Pay Gap in Hourly Pay



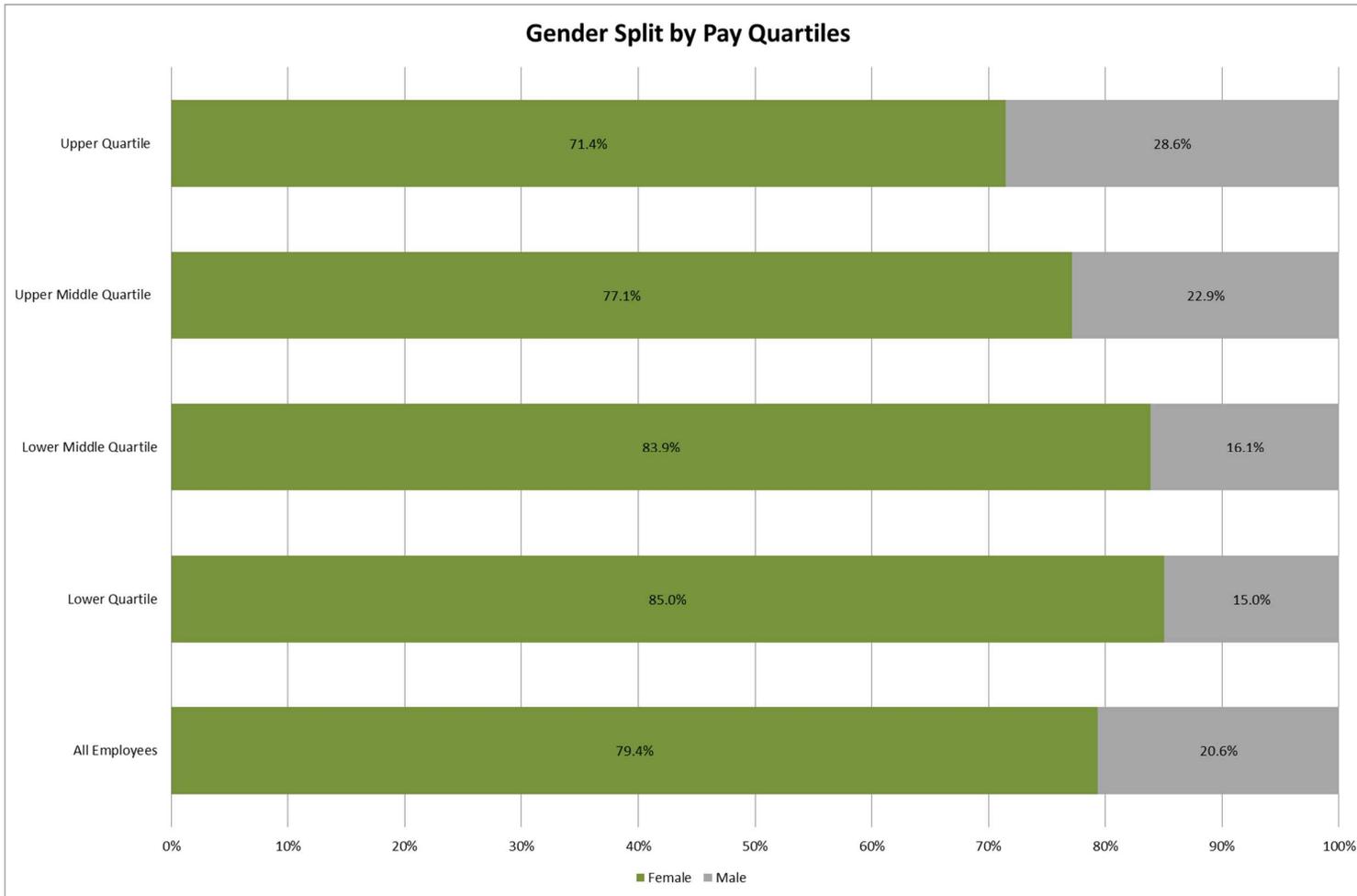
[*Gov.uk Gender Pay Gap portal](https://www.gov.uk/gender-pay-gap)

The pay gap is a snapshot in time, reflecting organisational structure and individuals in post as of 31 March 2019. Both measures have widened significantly, compared to those reported in 2019 (where the mean was 8% and median 5%).

The increase is a direct consequence of service changes during the reporting time frame, most notably the transfer of Olympus Care Services (OCS) into the council in March 2018. This workforce is predominantly female and heavily skewed towards lower paid roles and therefore caused the expansion of the pay gap.

Northamptonshire County Council's mean and median gender pay gap is currently higher than the national average for public sector organisations with 1000+ employees. At the time of writing this report, the data available for 2019 is limited as few have yet reported. Other factors include the make-up of services – although all are local authorities, many will not be direct care providers.

Proportion of Males and Females in Each Pay Quartile



The graph above outlines gender split by pay quartile. The lower quartile range relates to hourly rates up to £9.61. The lower middle quartile is hourly rates of £9.61 - £12.89. The upper middle quartile is hourly rates of £12.89 – £16.73. The upper quartile relates to hourly rates of £16.73 and above. With our overall workforce split between women and men comprising 79:21, this is a useful benchmark against which to compare the balance in each quartile. Women are fairly evenly split across pay quartiles, with the exception of the lower and lower-middle quartiles - where almost 84-85% are women, compared to 79% of women staff overall.

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.

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. Northamptonshire Leadership Team will continue to review this data.