

# Thurrock Council

## Gender Pay Gap report, 30 March 2021

### Background

All public sector employers must publish information about gender pay gaps by 30 March each year. The salaries used in this report are taken from 31 March 2020. Our next report will be based on salaries as at 31 March 2021 and will be published no later than 30 March 2022.

The gender pay gap represents the difference in the average – mean or median – hourly pay of male and female employees within an organisation. This is normally expressed as a percentage of male pay, with a positive figure being in favour of males or a negative figure being in favour of females. For example:

- 14.6% would show the extent to which female employees earn on average per hour less than male counterparts
- -10.3% would show the extent to which male employees earn on average less than their female counterparts

The gender pay gap is different to equal pay. Equal pay is about men and women receiving equal pay for equal work – failure to provide equal pay has been unlawful in the UK for over 45 years. The gender pay gap is the measure of the overall difference in pay between the average earnings of male and females.

### What we report on

What we report	What it is
Mean gender pay gap	Average gender pay gap as a mean average
Median gender pay gap	Average gender pay gap as a median average
Mean bonus gap	Average bonus gender pay gap as a mean average
Median bonus gap	Average bonus gender pay gap as a median average
Bonus proportions	Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
Quartile pay bands	Proportion of males and females when divided into four groups ordered from lowest to highest pay

### Workforce profile

2,356 employees were working for Thurrock Council on 31 March 2020.

This total was comprised of 68.68% female and 31.32% male.

68.46% were full-time employees and 31.54% were part-time employees.

## Gender Pay Gap

As at **31 March 2020**, for Thurrock Council the:

- **mean gender pay gap was 8.0%** (11.5% in 2019, 10.65% in 2018, 15.7% in 2017)
- **median gender pay gap was 8.1%** (9.7% in 2019, 9.29% in 2018, 13.77% in 2017)
- **mean gender bonus gap was 0%** – the council does not make bonus payments to staff
- **median gender bonus gap was 0%** – the council does not make bonus payments to staff

## Proportion of men and women in each quartile of the pay structure

The figures for 2019 are shown in brackets. The figures set out in the table below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Band	Males		Females		Description
<b>A</b>	<b>30.9%</b>	(26%)	<b>69.1%</b>	(74%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
<b>B</b>	<b>27.7%</b>	(26.9%)	<b>72.3%</b>	(73.1%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
<b>C</b>	<b>28.4%</b>	(30.1%)	<b>71.6%</b>	(69.9%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
<b>D</b>	<b>38.4%</b>	(39.6%)	<b>61.6%</b>	(60.4%)	Includes all employees whose standard hourly rate places them above the upper quartile