

Gender Pay Gap Report

Published March 2019

Cambridgeshire 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 will not involve publishing individual employees' data. The data used for the calculations is the Councils 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 Cambridgeshire County Council website alongside our pay and transparency data.

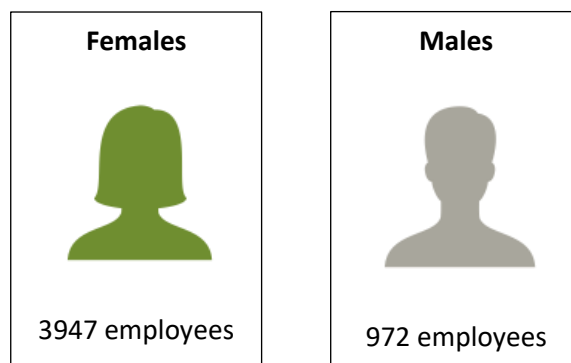
Gender pay reporting is used to assess:

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

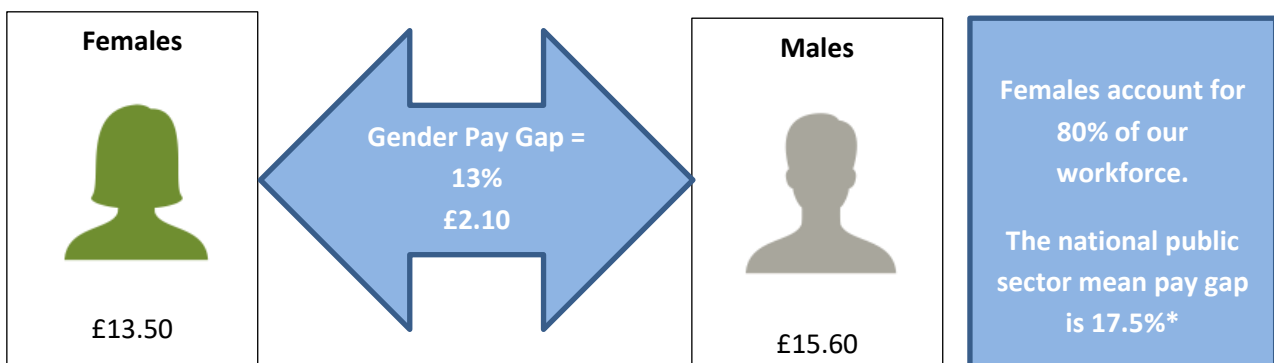
Few employers in Cambridgeshire can boast the breadth and variety of roles we enjoy at Cambridgeshire County Council. With nearly 5000 employees, we are one of the biggest employers in the County, with a diverse workforce to be proud of. We are committed to equality within our workforce, and our flexibility, working practices and 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

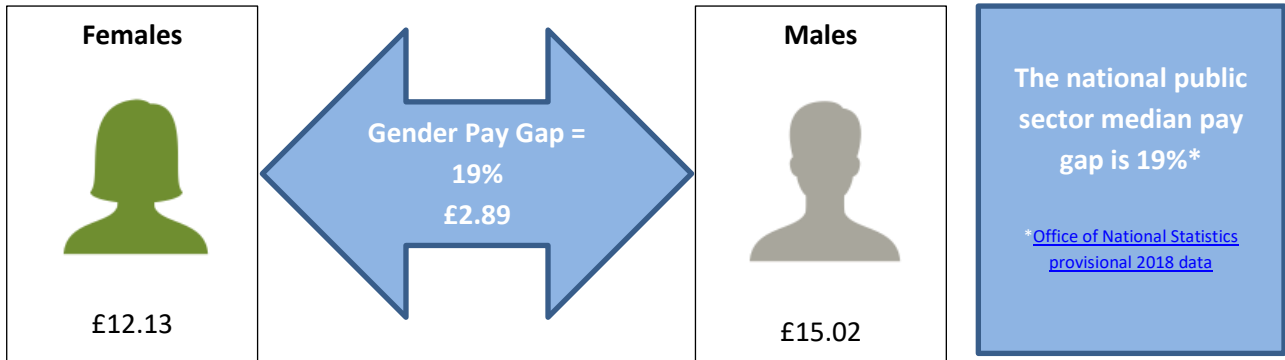
Our total headcount as of the 31st March 2018 was 4,919 with 80% of these employees being female:



Mean Gender Pay Gap in Hourly Pay



Median Gender Pay Gap in Hourly Pay



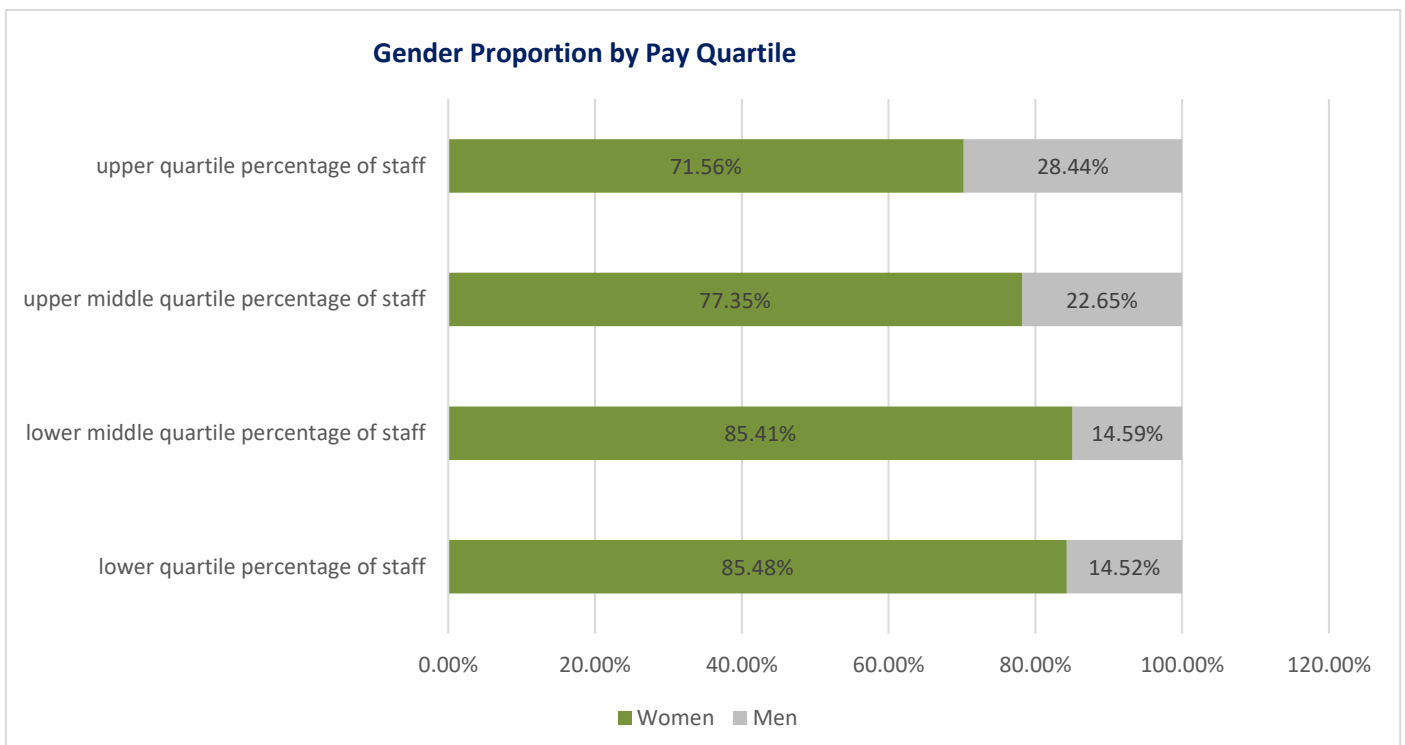
Cambridgeshire County Council's mean gender pay gap is well below the national public sector figure, whilst the median is in line with the national average.

Further analysis shows that a high proportion of our frontline employees are females. Over 90% of our front line care roles are being carried out by females. It should also be noted that although the Cambridgeshire Catering and Cleaning Service is no longer operated by Cambridgeshire County Council, due to the date of the data being used, these employees are included in the calculations and 90% of the roles in this service were front line roles being undertaken by females. The evaluated pay rate for these roles tend to be in the lower quartiles and this has a big influence on our overall figures.

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

Cambridgeshire 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 £8.86. The lower middle quartile is hourly rates of £8.87 - £12.52. The upper middle quartile is hourly rates of £12.53 – £17.28. The upper quartile relates to hourly rates of £17.29 and above.

Further analysis of the data, as demonstrated below, shows that females are fairly evenly spread across the pay quartiles, whereas two thirds of male employees fall within the upper two quartiles. This increased level of males in the higher quartiles explains the higher median hourly rate for males.

The mean pay gap for each quartile is 2% or less, positively demonstrating that irrespective of gender, our employees are paid the same level for work evaluated at an equivalent level.

Quartile	Mean Gender Pay Gap	Median Gender Pay Gap	Total Employees	% of total Females in Quartile	% of total Males in Quartile
Lower Quartile	1%	-2%	1178	27%	18%
Lower Middle Quartile	1.8%	0%	1179	27%	18%
Upper Middle Quartile	0.4%	0%	1179	24%	29%
Upper Quartile	2%	2.4%	1178	22%	35%
Total	13% (overall mean gender pay gap)	19% (overall median gender pay gap)	4714*	100%	100%

* As per gender pay gap guidelines, this figure excludes anyone on temporarily reduced pay such as those on career breaks, sick leave or maternity leave, and therefore is not the same as the total headcount figure

Next Steps

The challenge in our Council, as it is nationally, is to eliminate any gender pay gap. A thorough review into our Gender Pay Gap took place in 2018, and the action plan and initiatives to reduce the gender pay gap will continue into 2019.