

LINCOLNSHIRE COUNTY COUNCIL GENDER PAY GAP DATA

Gender Pay Gap as at 31st March 2017

From April 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap information on an annual basis. The Regulations mandate how a standard set of key metrics on gender pay and gender bonus gaps should be calculated and the format and medium in which they must be reported.

The council is required to publish the following information:

Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees as a percentage.
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees as a percentage.
Mean bonus gap	The difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage.
Median bonus gap	The difference between the median bonus pay paid to male employees and that paid to female employees as a percentage.
Bonus proportions	The proportions of male and female relevant employees who were paid a bonus during the relevant period
Quartile Pay Bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

The Gender Pay Gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings.

There are a total of 4465 employees in scope for this exercise. 1619 (36%) of these are men and 2846 (64%) are women.

Mean Gender Pay Gap

The mean gender pay gap is 11.1%..

Median Gender Pay Gap

The gender pay gap is 13.3%.

Quartile Pay Bands

This calculation requires that the workforce is split into four equal parts and that the proportions of male and female employees in each quartile are shown.

Quartile	% Males	% Females
Lower quartile	23%	77%
Lower middle quartile	35%	65%
Upper middle quartile	43%	57%
Upper quartile	45%	55%

Mean Bonus Gap

The mean bonus gap is 15.5%.

Median Bonus Gap

The median bonus gap is 19.8%.

Bonus Proportions

The proportion of male employees who received bonus pay is 0.7% of all male employees and the proportion of female employees who received bonus pay is 0.5% of all female employees.