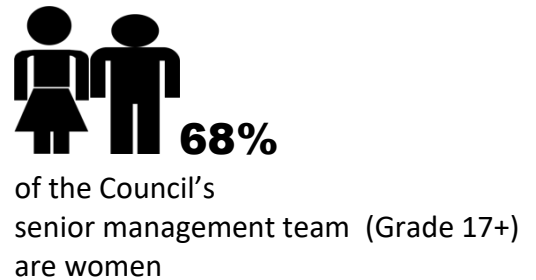
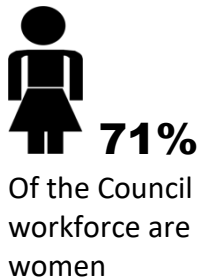


Gender Pay Gap report – Kirklees Council

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The gender pay gap information as at 31 March 2017 is as follows:

Gender Make-up of the Council

There were 7733 employees in position, 5489 females and 2244 males.



Council Gender Pay Gap

Mean Pay Gap



Median Pay Gap



The Council grades cover a range of roles from operational (cleaning, home care, refuse collection and business support, etc.) to Senior Management. Grades vary according to the level of responsibility that employees have. In the lower quartile the Council has introduced a Kirklees Living Wage. All grades have a set pay range. Subject to satisfactory performance, employees are expected to move through the pay range for their grade, therefore the longer period of time that someone has been in a grade the more we would expect them to earn irrespective of their gender.

Bonus Pay

Mean Pay Gap



Median Pay Gap



Proportion Receiving Bonus

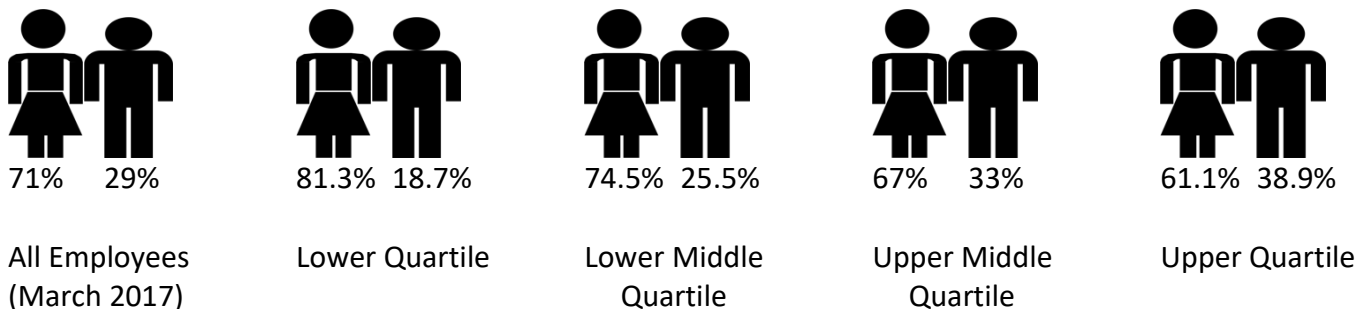


The Council long service awards are paid as a set value and are paid irrespective of pay level and gender.

Pay by Quartiles

Quartile data breaks down statistics for four equal proportions of employees, from the lowest earning 25% of staffs (lower quartile) to the highest earning 25% of staffs (upper quartile).

Hourly Pay Quartiles



Employees included in the Gender Pay Gap data

Included in the data are the Council’s employees (who are paid via the payroll). The figures do not include self-employed workers. The information for this group of individuals is being reviewed to enable their data to be included in future publications.

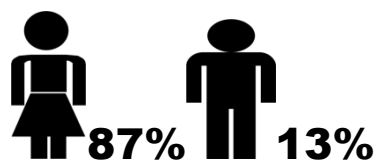
The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap – by Council Pay Bandings

Hourly Pay Bandings



Apprentices 31 workers
 Mean Pay Gap – Women’s hourly rate is 16.2% higher*
 Median Pay Gap – Women’s hourly rate is 59.9% higher*



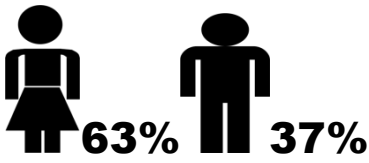
Kirklees Living Wage 1505 workers
 Mean Pay Gap 0%
 Median Pay Gap 0%



Grade 4-6 2746 workers
 Mean Pay Gap – Women’s hourly rate is 0.9% lower
 Median Pay Gap – Women’s hourly rate is 1.2% lower



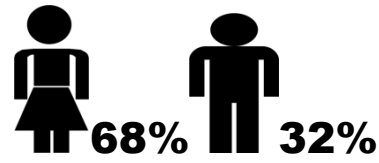
Grade 7-9 1850 workers
 Mean Pay Gap – Women’s hourly rate is 2.9% lower
 Median Pay Gap – Women’s hrly rate is 3.1% lower



Grade 10-16 1471 workers

Mean Pay Gap – Women’s hourly rate is 2.7% lower

Median Pay Gap – Women’s hourly rate is 3.1% lower

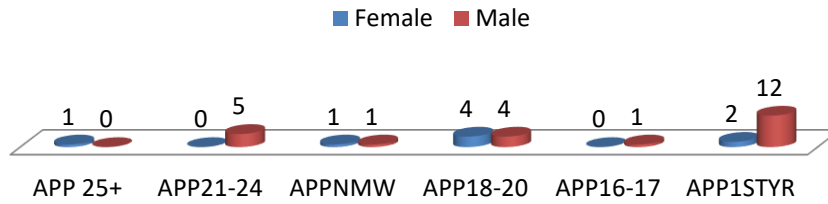


Grade 17+ 130 workers

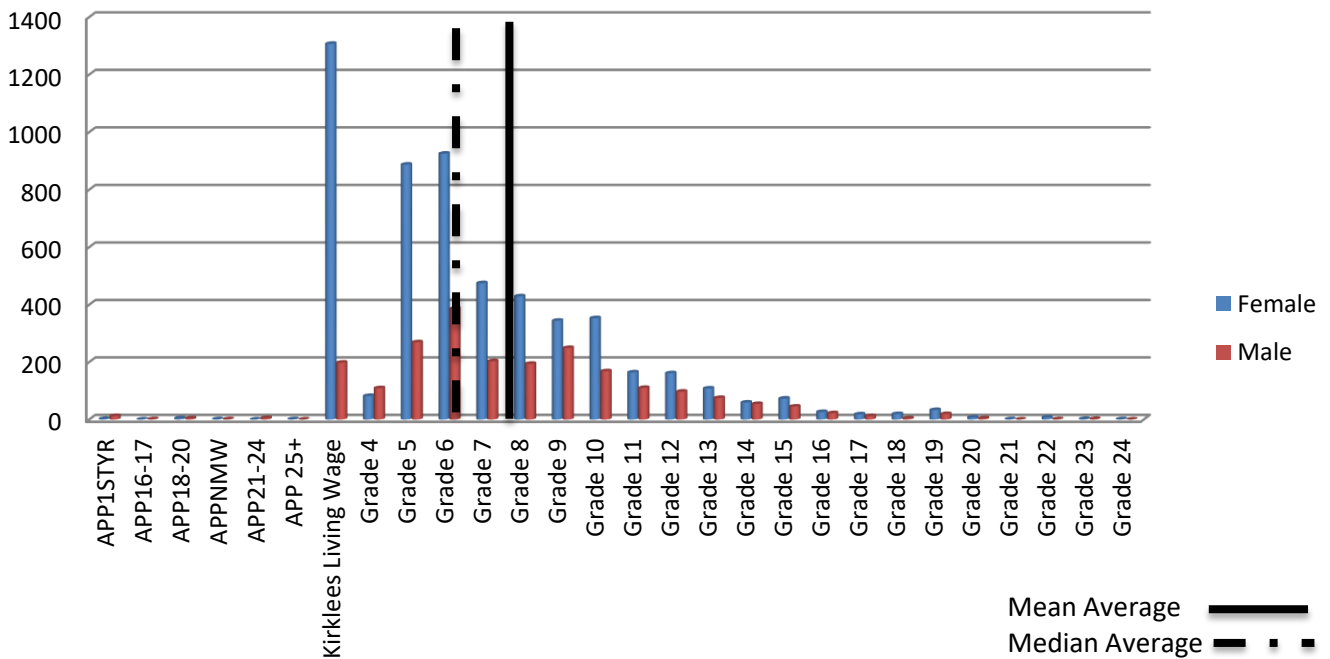
Mean Pay Gap – Women’s hrly rate is 2.2% higher

Median Pay Gap – Women’s hrly rate is 2.3% lower

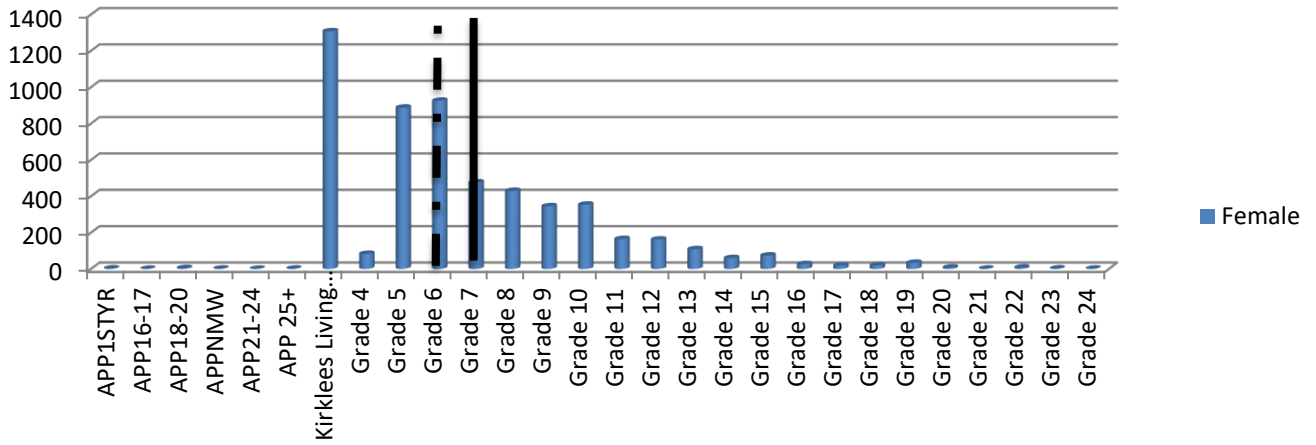
*Apprentices Breakdown of Hourly Rates



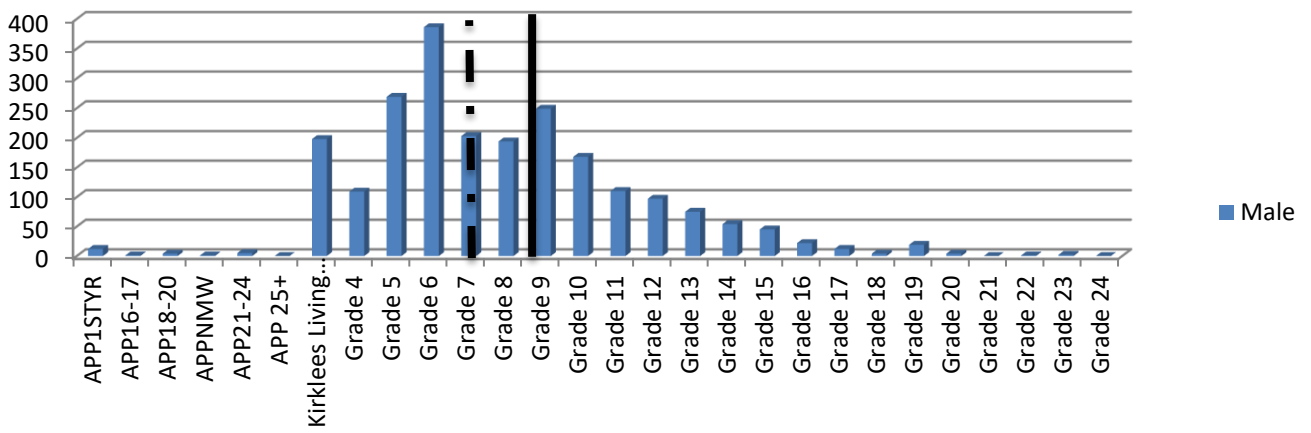
Workers shown by Grade



Female



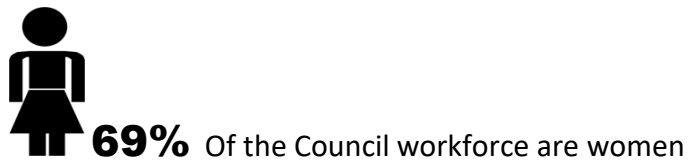
Male



Exclusion of Living Wage & Apprentices – for comparative purposes

20% of the workforce was within the Council pay bandings of Kirklees Living Wage and Apprentices, the roles in this banding of employees is predominately cleaning services to schools. The following data excludes these employees from the gender pay gap calculation.

There were 6197 employees in position, 4174 females and 2023 males.



Mean Pay Gap



Median Pay Gap

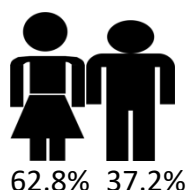


Pay by Quartiles

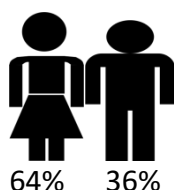
Quartile data breaks down statistics for four equal proportions of employees, from the lowest earning 25% of staffs (lower quartile) to the highest earning 25% of staffs (upper quartile).



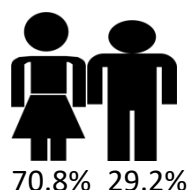
Employees
(March 2017)



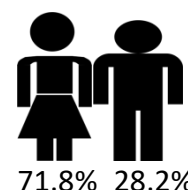
Lower Quartile



Lower Middle
Quartile



Upper Middle
Quartile



Upper Quartile