



# Gender Pay Gap Report 2020

## Introduction

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 males and females, expressed relative to males earnings.

We have used pay data from **7232** employees in position at all levels of **Kirklees Council** to calculate our gender pay gap figures.

## How is the Median Gender Pay Gap Calculated?

The median gender pay gap is defined as the difference between the midpoints in the ranges of pay for men and women.

To work this out, we arrange the hourly pay rates of our male employees on full-pay from highest to lowest and find the hourly pay rate in the middle of the range. We then do the same for our female employees.

We subtract the Median hourly pay rate for females from that of males, then divide that by the median hourly rate of males.

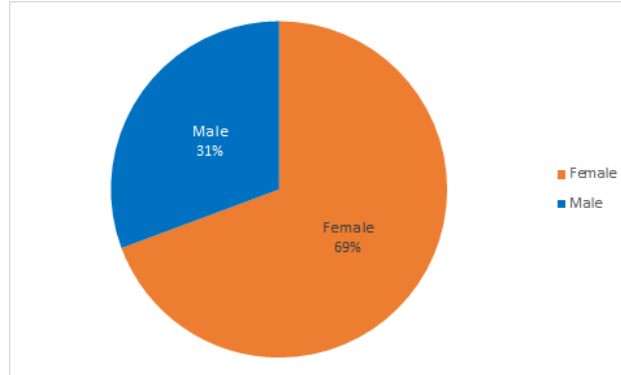
## How is the Mean Gender Pay Gap Calculated?

The mean gender pay gap is the difference between the average of pay for men and women.

We start by working out the mean hourly pay rate for men – we add together the hourly pay rates of all male employees on full-pay and divide this figure by the number of male full-pay employees. We then do the same for our female employees.

We subtract the Mean hourly pay rate for females from that of males, then divide that by the median hourly rate of males.

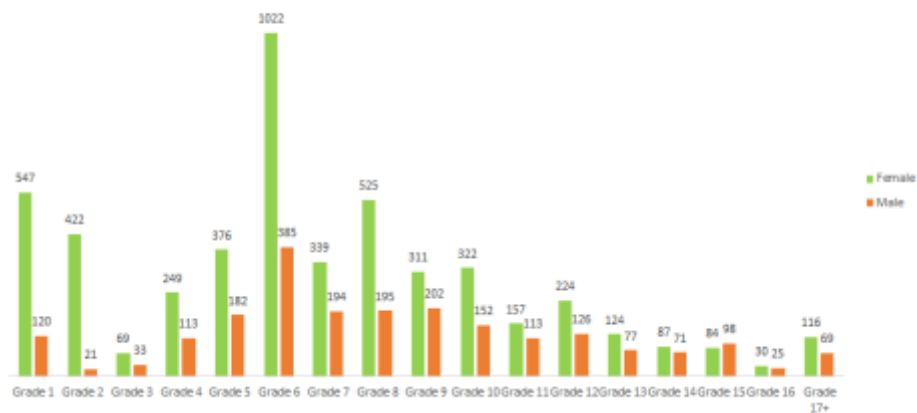
## Workforce



1 - Workforce by Gender

In **Kirklees Council** there were **7232** employees in position, of these **5014** are female and **2218** are male.

## Pay Grades



2 - Job Grade by Gender

**Kirklees Council** job grades cover all roles from operational (cleaning, home care, refuse collection, etc.) to Senior Management. Grades vary according to the level of responsibility that employees have. 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.

## Statutory Pay

### Mean Pay



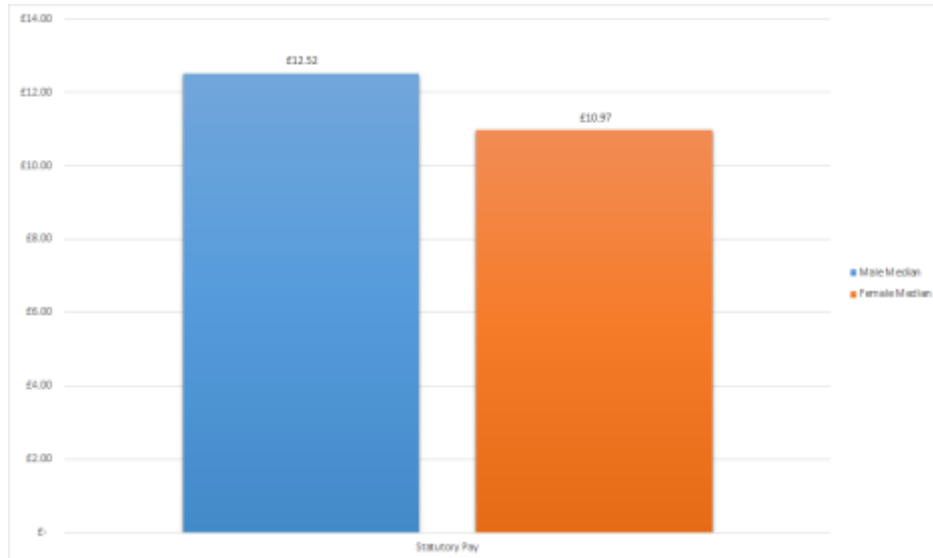
3 - Mean Male and Female Statutory pay per hour.

The mean **Male** statutory pay is **£14.57** per hour, while the **Female** mean pay is **£13.15** per hour. This gives us a difference of **£1.46** per hour.

**9.75%**  
Earnings  
Mean Gender Pay Gap

The mean gender pay gap is **9.8%**, this is down by **0.8%** against a previous reported figure of **10.6%** in **2019**.

## Median Pay



4 - Median Male and Female Statutory pay per hour.

The median **Male** statutory pay is **£12.52** per hour, while **Female** median pay is **£10.97** per hour. This gives us a difference of **£1.55** per hour.

**12.35%**  
Earnings  
Median Gender Pay Gap

The median gender pay gap is **12.4%**, this is up by **0.5%** against a previous reported figure of **11.9%** in **2019**.

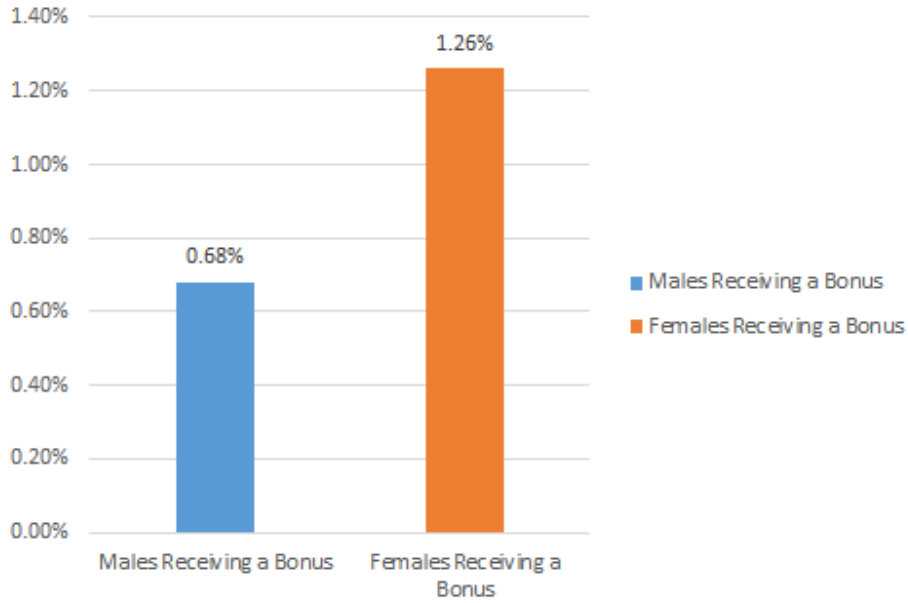
## Bonus Pay

Bonus Pay within **Kirklees Council** relates to Long Service Awards. Service awards are paid as a set value and are paid irrespective of pay level and gender

**0%**  
Bonus Pay  
Mean Gender Pay Gap

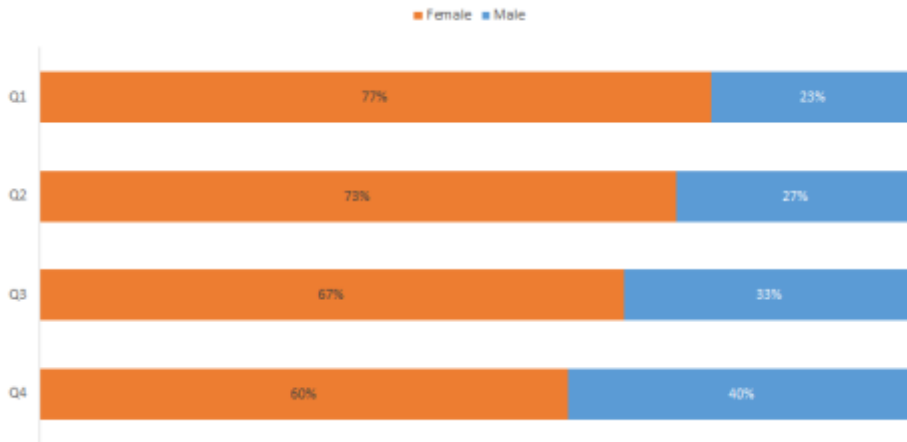
**0%**  
Bonus Pay  
Median Gender Pay Gap

The **mean** and **median** bonus pay gap is **0%**.



**0.68% of Males** received a bonus, while **1.26% of Females** received a bonus. In comparison to **2019** when we reported **1% of Males** received a bonus, while **0.9% of Females** received a bonus.

## Quartile



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).