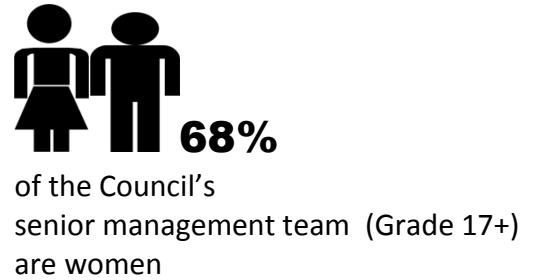
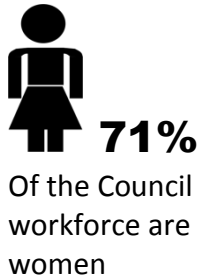


Gender Pay Gap report – Kirklees Council

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.

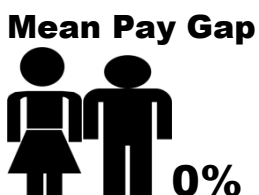


Council Gender Pay Gap



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

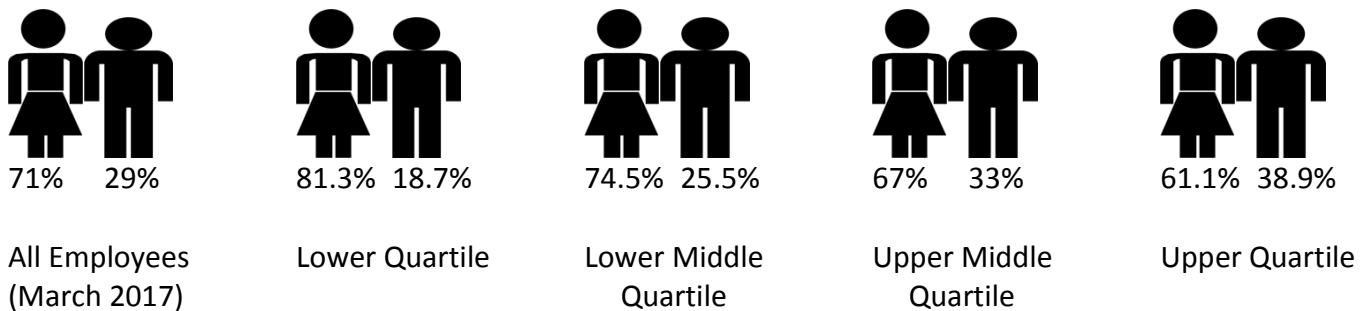


The Council long service awards are paid as a set value and are paid irrespective of pay level and gender.

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



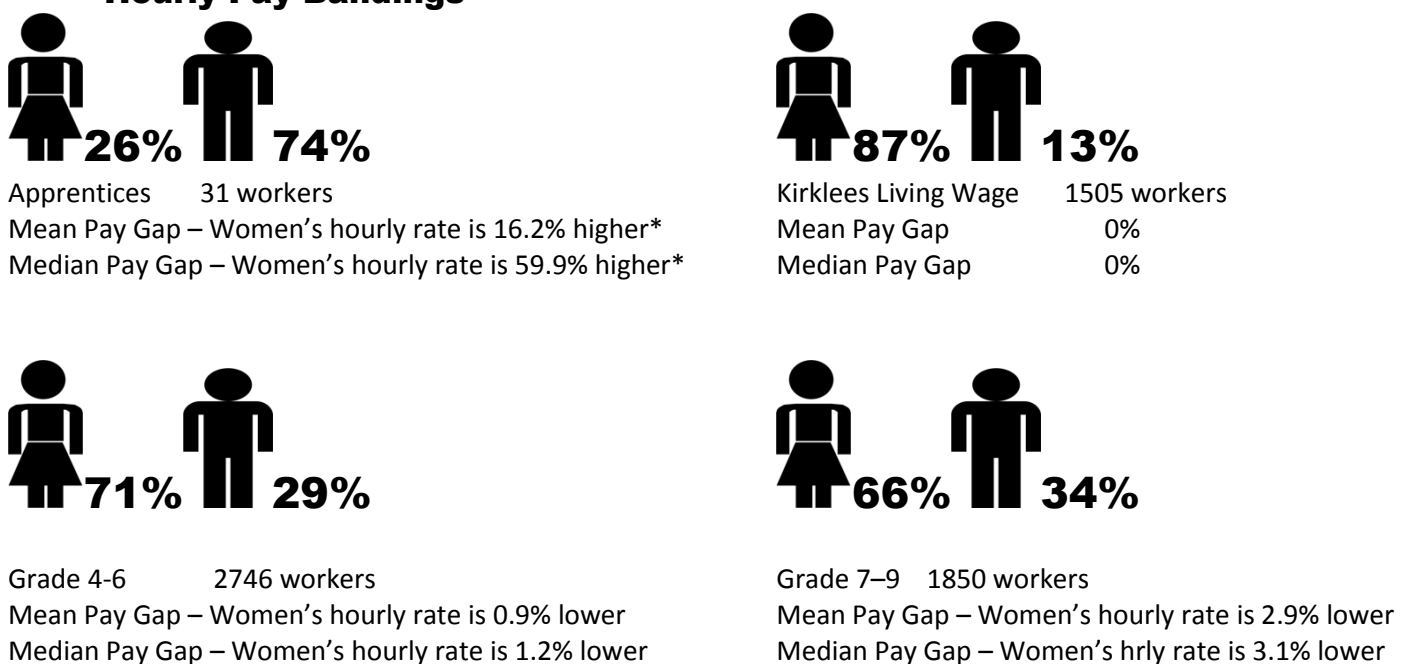
Employees included in the Gender Pay Gap data

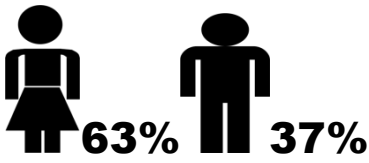
Included in the data are the Council’s employees (who are paid via the payroll). The figures do not include self-employed workers. The information for this group of individuals is being reviewed to enable their data to be included in future publications.

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

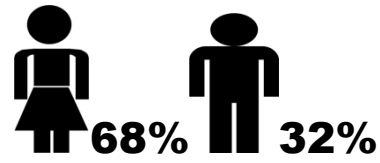
Hourly Pay Bandings





Grade 10-16 1471 workers

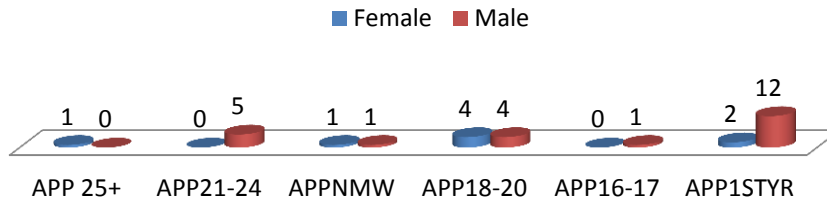
Mean Pay Gap – Women’s hourly rate is 2.7% lower
 Median Pay Gap – Women’s hourly rate is 3.1% lower



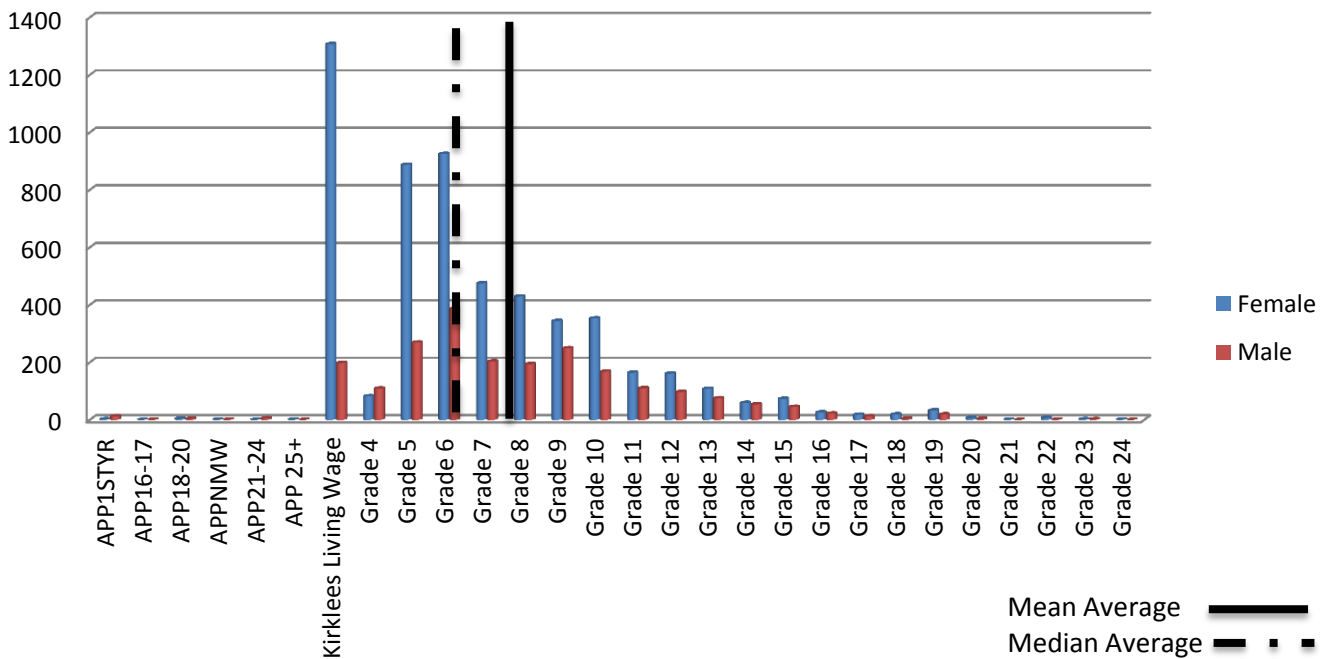
Grade 17+ 130 workers

Mean Pay Gap – Women’s hrly rate is 2.2% higher
 Median Pay Gap – Women’s hrly rate is 2.3% lower

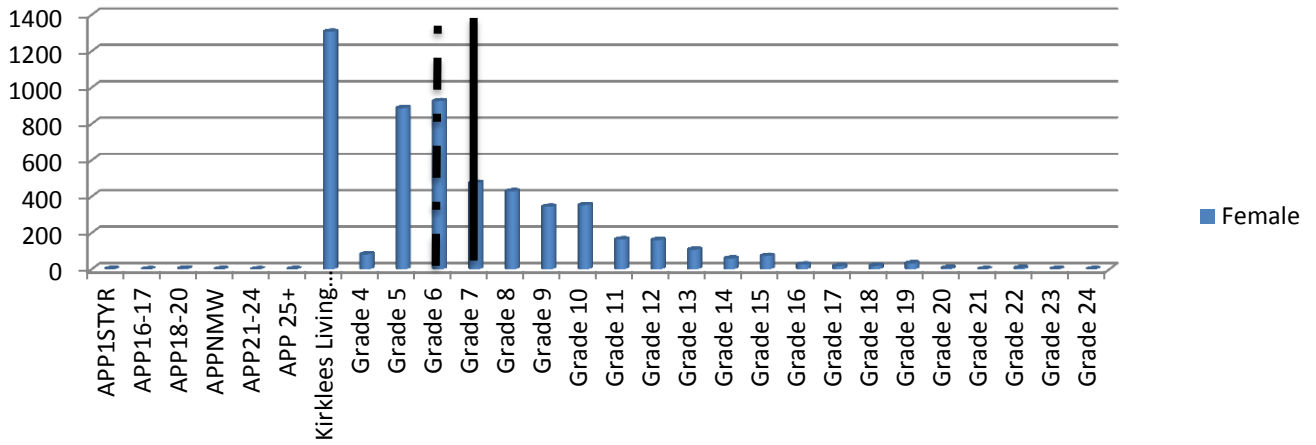
*Apprentices Breakdown of Hourly Rates



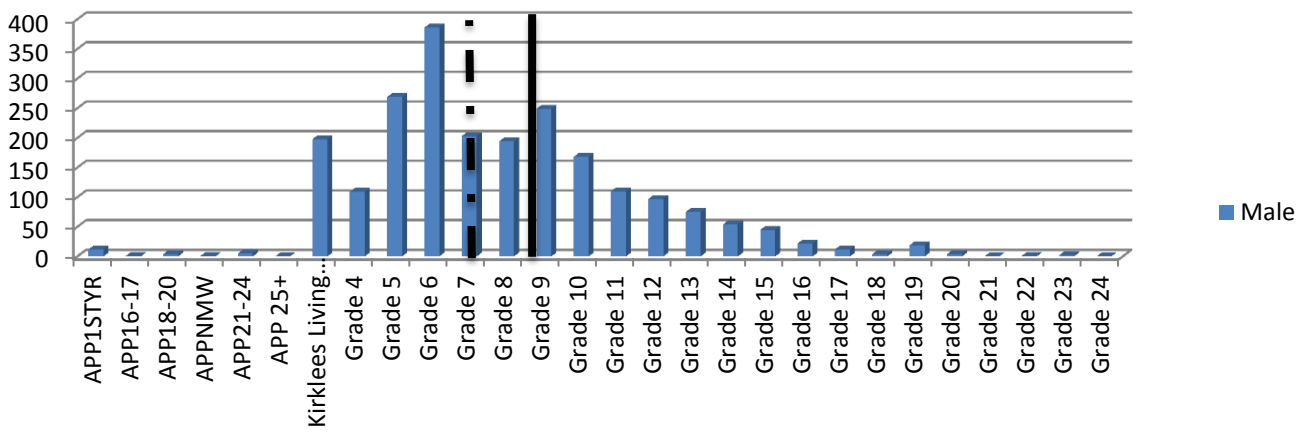
Workers shown by Grade



Female



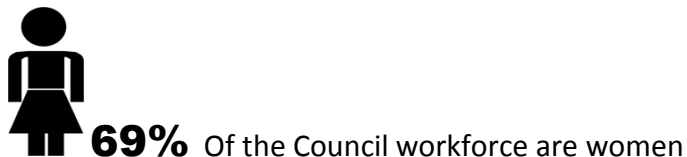
Male



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

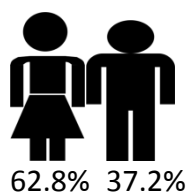


Pay by Quartiles

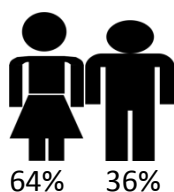
Quartile data breaks down statistics for four equal proportions of employees, from the lowest earning 25% of staffs (lower quartile) to the highest earning 25% of staffs (upper quartile).



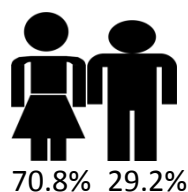
Employees
(March 2017)



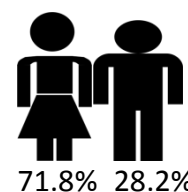
Lower Quartile



Lower Middle
Quartile



Upper Middle
Quartile



Upper Quartile

Council Equality Data by Grade

Grade	SCP	Salary 01/04/2016	Number of Male Contracts	Male %	Number of Female Contracts	Female %	Disabled %	BME %
Overall			2244	29	5489	71	3	13
24	79	£149,281	0	0	1	100	0	0
	77	£125,556	1	100	0	0	0	0
	76	£122,701	0	0	1	100	100	0
	75	£119,849	1	100	0	0	0	0
23	73	£114,141	0	0	1	100	0	0
	72	£95,724	0	0	2	100	0	0
	71	£89,464	0	0	3	100	33	0
22	70	£83,199	1	33	2	67	0	0
	69	£87,041	0	0	1	100	0	0
	68	£81,136	0	0	0	0	0	0
21	67	£75,612	0	0	0	0	0	0
	66	£75,943	0	0	0	0	0	0
	65	£70,775	0	0	1	100	0	0
20	64	£65,967	4	50	4	50	0	0
	63	£58,765	11	46	13	54	0	0
	62	£54,756	4	29	10	71	0	7
	61	£53,514	1	22	7	78	11	11
19	60	£52,606	3	29	5	71	0	14
	59	£51,721	3	20	12	80	0	7
	58	£50,682	1	20	4	80	0	0
18	57	£49,999	0	0	3	100	0	0
	56	£49,153	6	67	3	33	0	0
	55	£48,322	2	29	5	71	0	0
17	54	£47,493	4	29	10	71	0	7
	53	£46,675	5	26	14	74	0	0
16	52	£45,843	15	63	9	37	0	8
	51	£45,046	23	46	27	54	8	6
	50	£44,195	10	50	10	50	0	5
15	49	£43,387	4	22	14	78	6	6
	48	£42,474	29	44	37	56	5	5
	47	£41,551	16	46	19	54	6	6
14	46	£40,619	12	37	20	63	3	19
	45	£39,660	46	44	58	56	2	10
	44	£38,789	12	37	20	63	0	25
13	43	£37,858	20	40	30	60	0	10
	42	£36,937	58	43	78	57	3	10
	41	£36,019	17	40	25	60	2	12
12	40	£35,093	22	30	51	70	3	19
	39	£34,196	56	37	95	63	3	15
	38	£33,106	21	44	27	56	4	4
11	37	£32,164	28	42	39	58	4	15
	36	£31,288	69	29	166	71	7	14
	35	£30,480	24	36	43	64	4	12
	34	£29,854	29	33	60	67	2	17
10	33	£29,033	31	27	82	73	2	7
	32	£28,203	118	42	163	58	4	16
	31	£27,394	60	65	33	35	2	9
	30	£26,556	30	45	37	55	4	12
9	29	£25,694	35	25	105	75	4	13
	28	£24,717	132	36	237	64	4	12
	27	£23,935	27	32	58	68	6	20
8	26	£23,166	54	28	136	72	4	17
	25	£22,434	116	33	238	67	8	14
	24	£21,745	26	23	89	77	4	18
7	23	£21,057	37	24	119	76	2	15
	21	£19,939	254	40	380	60	6	15
	20	£19,238	35	26	102	74	1	20
	19	£18,560	52	17	259	83	2	10
6	18	£17,891	79	26	226	74	1	17
	17	£17,547	170	27	467	73	3	12
	16	£17,169	37	33	75	67	2	16
5	15	£16,772	55	15	316	85	1	16
	14	£16,481	91	53	81	47	9	8
	13	£16,191	2	29	5	71	0	0
4	12	£15,823	24	44	31	56	4	15
Kirklees Living Wage	11	£15,507	198	13	1312	87	1	13
Apprentices		£6,733 - £15,009	23	75	8	25	0	10

