

Gender Pay Gap Report **in Draft**

Published March 2018

Cambridgeshire County Council is 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 does not involve publishing individual employees' data. The data used for the calculations is the Council's pay data as of 31st March 2017.

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.

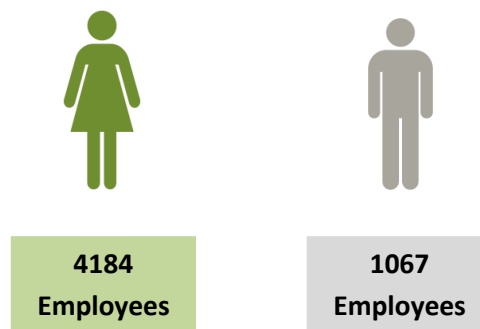
Gender pay reporting is used to assess:

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

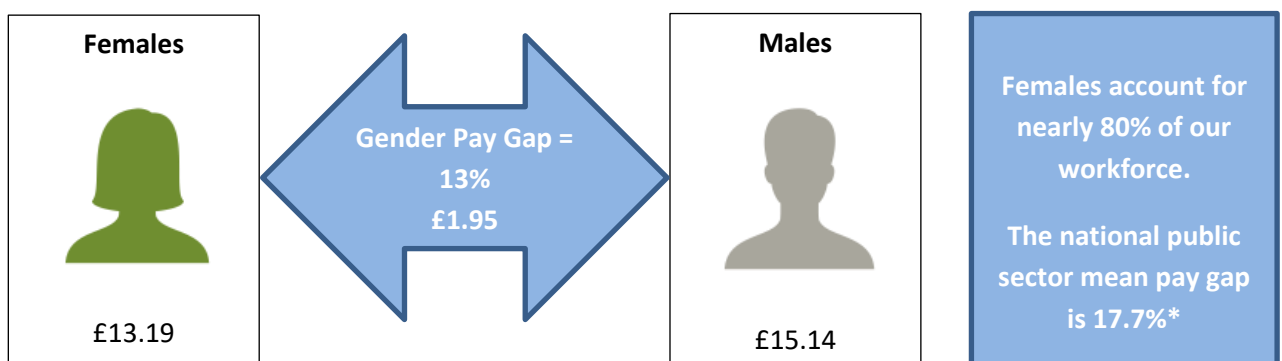
Few employers in Cambridgeshire can boast the breadth and variety of roles we enjoy at Cambridgeshire County Council. With over 5000 employees, we are one of the biggest employers in the County with a diverse workforce to be proud of. We are committed to equality within our workforce and our flexibility, working practices and wide range of roles ensure that we encourage and support employees to come to work for us, and develop their long-term career to stay with us.

Our Workforce Profile

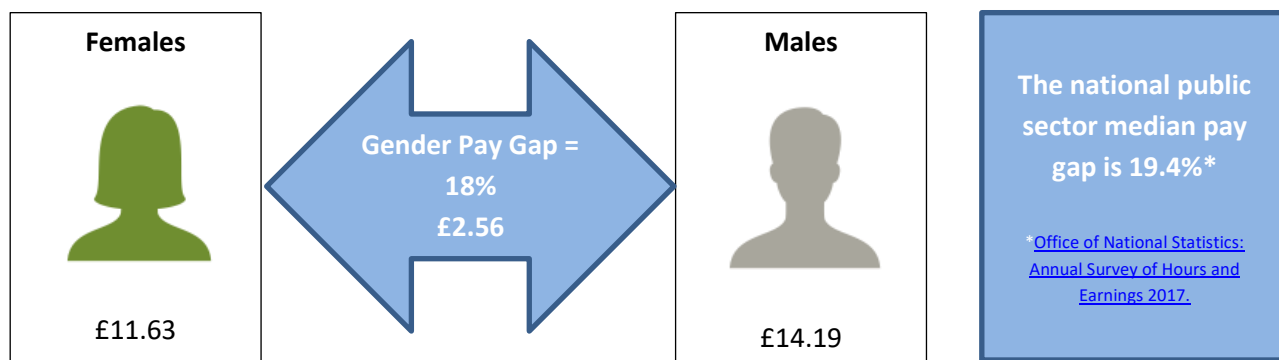
On 31st March 2017 we had 5249 employees, of which 80% were female, and 20% male.



Mean Gender Pay Gap in Hourly Pay: average hourly rate of pay and percentage difference



Median Gender Pay Gap in Hourly Pay: middle hourly rate of pay and percentage difference



Cambridgeshire County Council's mean and median gender pay gaps are below the national public sector figures.

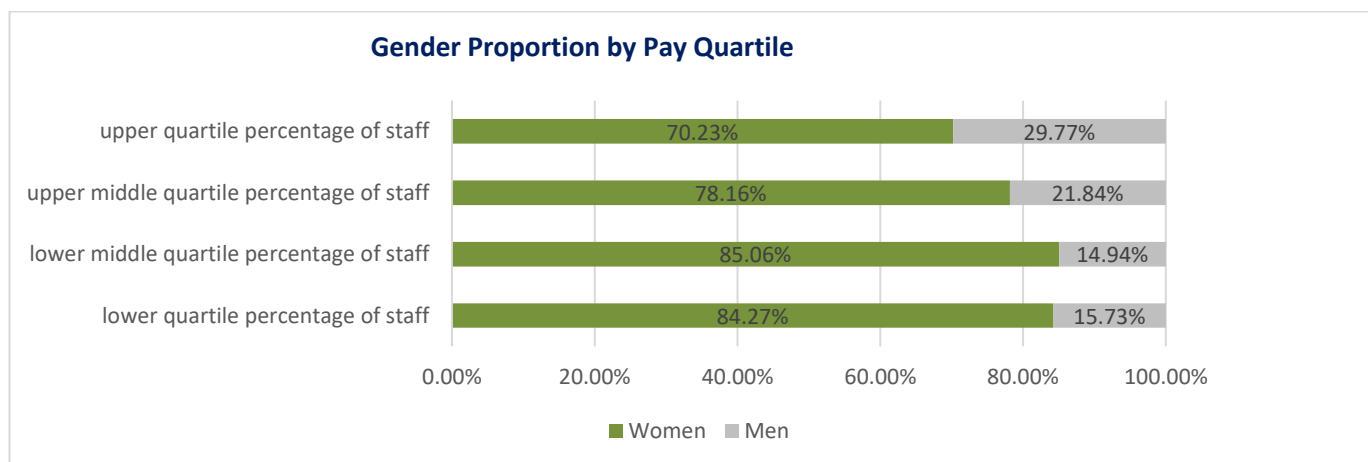
Further analysis shows that a high proportion of our frontline employees are females. 96% of our front line care roles, and 90% of our catering and cleaning roles are being carried out by females. The evaluated pay rate for these roles tend to be in the lower quartiles and this has a big influence on 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 so has, no bonus payment pay gap.

Proportion of Males and Females in Each Pay Quartile

The graph below outlines the gender split by pay quartile. The lower quartile range relates to hourly rates of up to £8.88. The lower middle quartile is hourly rates of £8.89 - £12.00. The upper middle quartile is hourly rates of £12.01 – £16.83. The upper quartile relates to hourly rates of £16.84 and above.



Further analysis of the data demonstrates that females are fairly evenly spread across the pay quartiles, whereas males are more highly represented in the upper two quartiles. This distribution explains the higher median hourly rate for males.

Next Steps

The challenge in our Council, as it is nationally, is to eliminate any gender pay gap. The Chief Executive has in February commissioned a full review of the drivers, decisions, assumptions and policies that will impact the pay gap and SMT will consider in the coming months actions and options to meet this challenge.