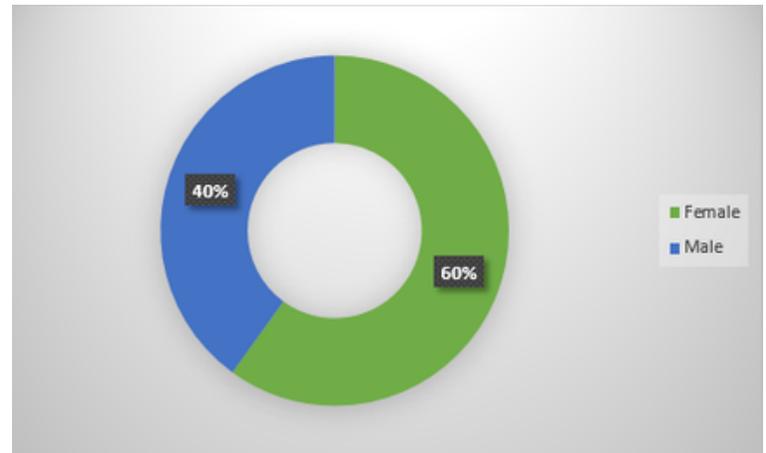


GENDER PAY GAP 2018 REPORT SUMMARY



Nottingham City Council (NCC) aims for Nottingham to be an internationally successful and prosperous city that offers its residents the means and opportunities to realise their potential. Our equality objectives help us focus on what we need to do to advance equality through the decisions that we make through our policies and practice. Narrowing the gender pay gap is one way in which we ensure this happens.

Gender split - percentage of male and female employees at NCC



Pay and bonus gap

	Mean (average)	Median (average)
Gender pay gap	3.10%	0.00%
Gender bonus gap	2.50%	10.90%

Our pay report is a snapshot of pay from 31 March 2018.

The **mean average pay gap** for 2018, i.e. for every pound earned by the average man, the average woman earns just under 97p. The reason for the gap is that in the highest and lowest quartiles, males earn by a large enough margin to raise their mean hourly rate. The **median average pay gap** for 2018 i.e. for every pound that the male at the middle of all male earners is paid, the female at the middle of all female earners is paid the same. This change from last year is because Nottingham City Council implemented a simpler grading system in April 2017, where each grade went from having four or five spinal points to only having two. This change has enabled the median of both genders to become identical.

Our bonus payments

These figures relate to only 31 employees in Theatre Royal Concert Hall (TRCH). Employees earn commission for concessions that the whole team sells to theatregoers (split fairly across team members). There are more females in this area than males. The change in statistics is because 2018 data does not include the protected bonus for employees at Enviroenergy, which has ceased since the 2017 report. The 10.9% median pay gap is because the method of calculating bonus does not allow for FTE differences. Male employees have almost twice the FTE of female employees and therefore earn more per head, which increases their median pay, but this bonus is paid fairly in proportion to the hours worked.

Pay quartiles

		Upper quartile		Upper middle quartile			
Men	41.6%	Women	58.4%	Men	40.6%	Women	59.4%
		Lower middle quartile		Lower quartile			
Men	44.4%	Women	55.6%	Men	33.9%	Women	66.1%

Splitting the hourly rates of pay into quartiles and examining the percentage of male and female employees in each.

Making changes

What we've done

- Embedded new Nottingham pay, terms and conditions, reducing pay points to ensure all colleagues move to top of their grade within two years of employment.
- Policies for work/ life balance, including childcare vouchers and the flexible working framework enables inclusivity.
- Refreshed eLearning and face-to-face training and development programmes around unconscious bias and recruitment procedures are in place and are being revised.
- Representative recruitment panels are now standard practice.

What comes next

- Further development of existing coaching and mentoring schemes
- Encourage talented women into positive action activities to increase numbers in senior roles.

