

Gender Pay Gap Report

Diversity and inclusion at NNDC is about having an inclusive workforce which reflects our local community. We confirm that the information and data reported are accurate and in line with the Equality Act (Gender Pay Gap Information) Regulations 2017



Nick Baker
Corporate Directors and Head of Paid Service



Steve Blatch

The Gender Pay Gap is different from Equal Pay

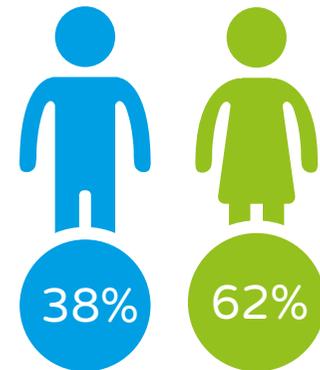
The gender pay gap is the difference in pay between men and women shown through different statistics. It will be affected by a range of factors, including the demographics of the Council's staff.

Equal pay is about a man and a woman receiving equal pay for doing the same or a similar role. Our job evaluation system and pay and grading model ensure that we avoid any equal pay issues.

How is the data calculated?

The Government has outlined how data should be reported and calculated. The gender pay gap is calculated across all jobs and at all levels in the Council. All companies with 250 employees or more need to publish their gender pay gap report annually from April 2018. The report is published on our website and at <https://gender-pay-gap.service.gov.uk>.

About us

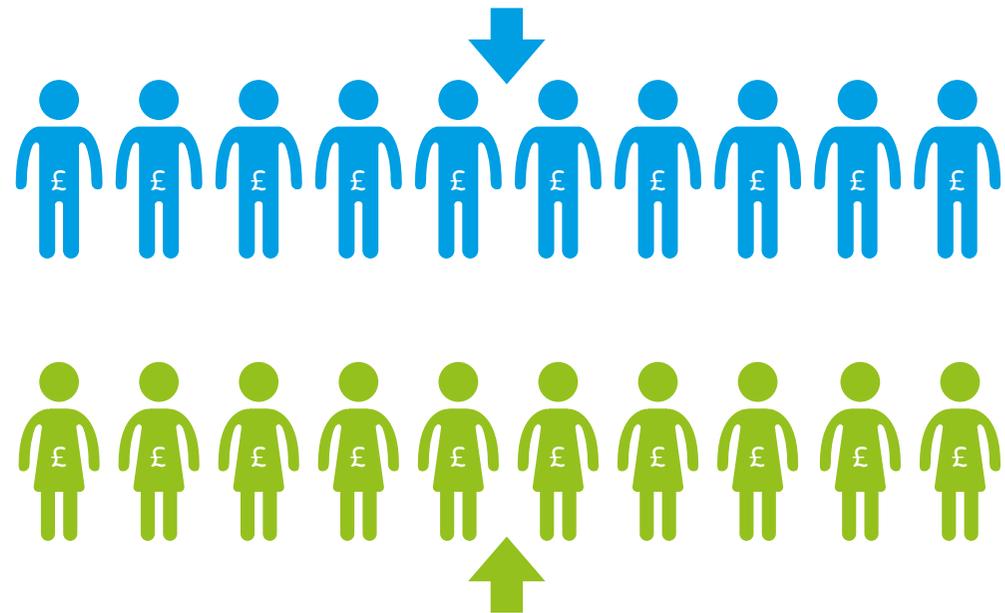


Our Gender Pay Gap

Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men.

Our mean gender pay gap is 14.6%. This means that women's earnings are 14.6% lower than men.

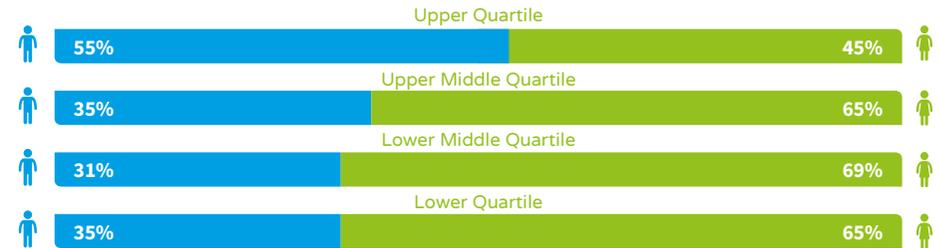


Median Pay Gap

The median represents the middle point of a population. If you lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle women compared to the hourly rate for the middle man.

Our median gender pay gap in hourly pay is 27.5%.

Proportion of males and females by pay quartile



Taking Action



Progression

WHAT WE ARE ALREADY DOING?

We already offer inclusive development opportunities open to all regardless of gender.

WHAT WE WILL DO

We will focus on coaching for women around career progression within the organisation so as to maximise their opportunity for promotion.

Our culture

WHAT WE ARE ALREADY DOING?

We already have a very flexible working culture with nearly 33% of employees working part-time and access to a flexitime scheme for most staff.

WHAT WE WILL DO

We will continue to actively support flexible working across the Council in every role where it can be accommodated, to meet both the individuals and the business need.

Recruitment

WHAT WE ARE ALREADY DOING?

We already monitor our recruitment processes and we recruit the best candidate, regardless of their gender or any other factors covered by the Equality Act.

WHAT WE WILL DO

We will explore how we can attract more men into the organisation to create a more even gender balance across the organisation by reviewing applications and appointments, to understand if anything further can be done.