

# 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



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## The Gender Pay Gap is different from Equal Pay

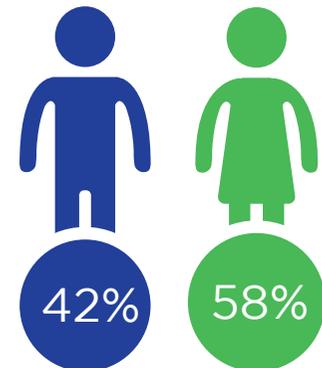
The gender pay gap is the difference in pay between men and women shown through different statistics. It will be affected by a range of factors, including the demographics of the Council's staff.

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>.

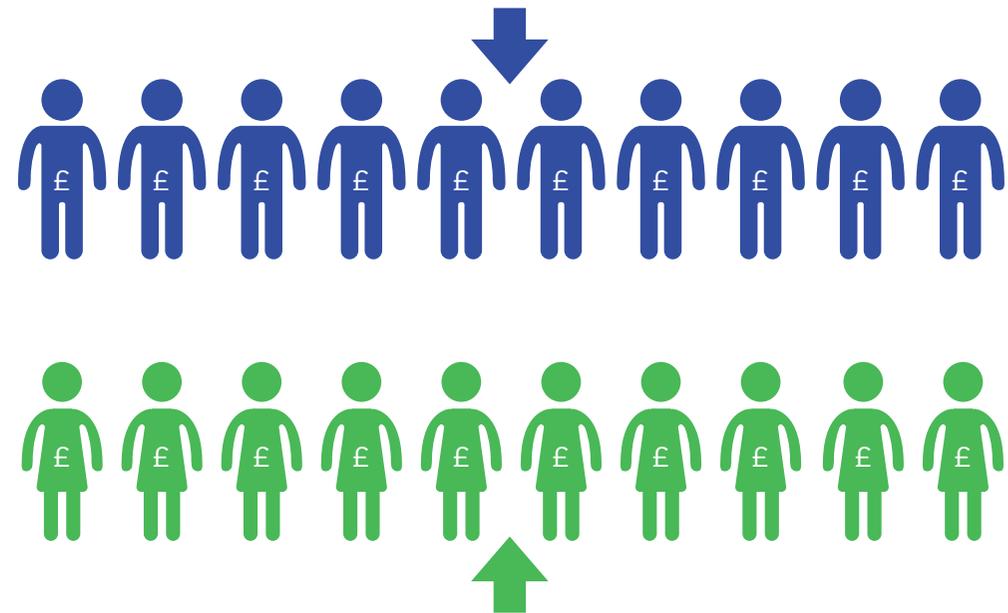
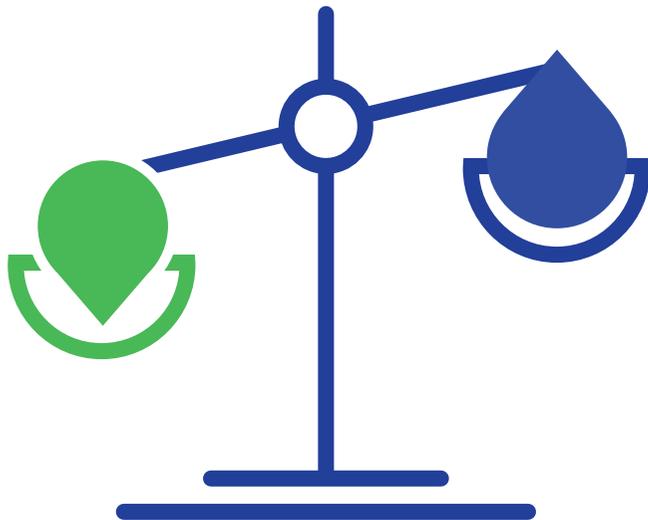
## About us



# 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 11.1%. This means that women's earnings are 11.1% lower than men's.

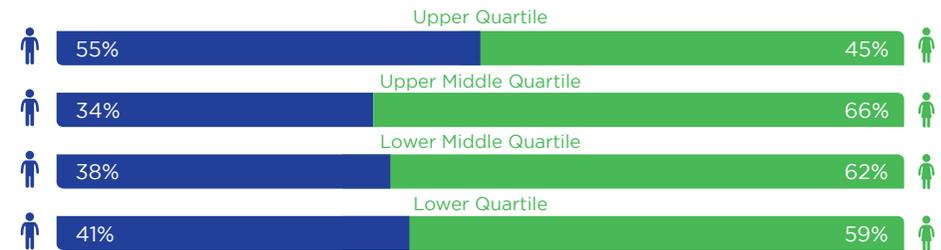


## Median Pay Gap

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 woman compared to the hourly rate for the middle man.

Our median gender pay gap in hourly pay is 15.1%.

# Proportion of males and females by pay quartile



## Taking Action @

### WHAT WE ARE ALREADY DOING?

- We monitor the gender diversity of our internal promotions and gender split by pay grade.
- We offer inclusive development opportunities, open to all.
- Around 10% of our employees are trained coaches who can assist employees with their development.

### WHAT WE ARE ALREADY DOING?

- Flexible working (including part-time working) patterns for 32% of staff, plus access to the Council's flex time scheme for most employees.
- We have rolled out a mandatory equality and diversity e-learning refresher course.
- Supporting attendance for relevant employees at best-practice events regarding diversity and inclusion in order to share this information and apply to NNDC, where appropriate.

### WHAT WE ARE ALREADY DOING?

- We monitor recruitment from start to finish to understand the diversity of our applicants, those shortlisted and the successful candidates.
- We appoint on the basis of merit, regardless of gender or any other protected characteristic.

### Progression

### WHAT WE WILL DO

- Use feedback from IIP assessment and internal focus groups to ensure development is fit for purpose and inclusive.
- Work with our trained coaches to promote coaching as a tool for personal and career development in order to maximise take up.
- Work with other local authorities to identify any common issues and to create more efficient and effective solutions.

### Our culture

### WHAT WE WILL DO

- Work with female colleagues to understand whether there are any cultural or other factors affecting our gender pay gap / opportunities for personal development or progression.
- Continue to offer flexible working options.
- Where possible, we will review data split by gender to highlight any patterns or trends which may need further consideration.
- Highlight options for partners to share caring responsibilities, regardless of gender.
- Ensure diversity and inclusion are considered in all we do.

### Recruitment

### WHAT WE WILL DO

- Ensure that recruitment panels are gender diverse for every role.
- Continue to monitor recruitment and selection data to highlight any patterns or trends which may need further consideration.
- Work with our recruitment partners to ensure our recruitment adverts and processes are inclusive.