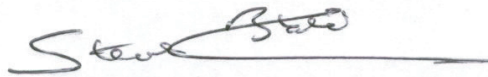


Gender Pay Gap Report

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



Steve Blatch - Chief Executive

The Gender Pay Gap is different from Equal Pay

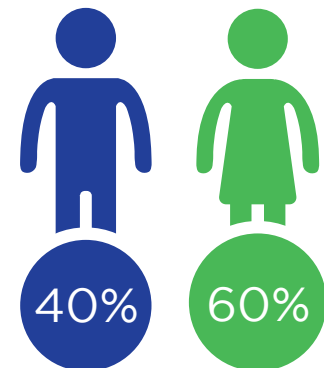
The gender pay gap is the difference in pay between men and women shown through different statistics. It will be affected by a range of factors, including the demographics of the Council's staff.

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

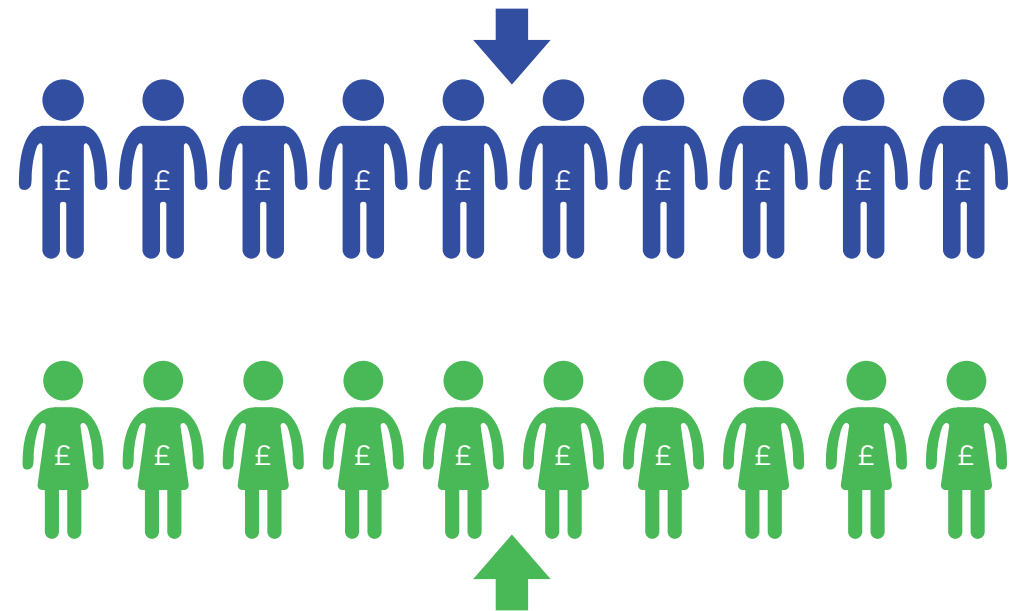


Our Gender Pay Gap

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 12.26%. This means that women's earnings are 12.26% 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 9.87%.

Proportion of males and females by pay quartile



Taking Action @

WHAT WE ARE ALREADY DOING?

- A group of our trained coaches, including an SLT sponsor continue to work to promote coaching for development.
- We worked with female colleagues to understand their experiences of working with us and any factors which may be affecting the gender pay gap or opportunities for development and progression.
- We monitor gender diversity of internal promotions and gender split by pay grade.

WHAT WE ARE ALREADY DOING?

- We have a culture of flexible working with many staff working part time or other flexible working patterns.
- We have supported attendance at a number of best practice events regarding diversity and inclusion.
- We supported Unison's 'uncomfortable yet?' campaign locally.
- We have offered Confidence Building, Assertiveness and Impact and Influencing training as part of our corporate learning and development programme.

WHAT WE ARE ALREADY DOING?

- We have gender diverse recruitment panels for every role.
- We monitor recruitment and selection data to highlight any patterns or trends which may need further consideration. This data is published annually.
- We appoint on the basis of merit, regardless of gender or any other protected characteristic.

Progression

WHAT WE WILL DO

- Continue to promote coaching as a tool for personal and career development both formally and informally.
- Launch our new People Strategy which has been drafted in light of feedback and engagement work with employees, including feedback sessions held with female colleagues.
- Promote existing methods and explore new methods for the development of our future leaders from our internal pool, with inclusivity in mind.

Our culture

WHAT WE WILL DO

- Relaunch our Family Friendly Policy and highlight the flexible working opportunities which are available to employees at the Council, regardless of their gender.
- Make use of national and international awareness days to tie in with and highlight our own culture, activities and opportunities.
- Continue to ensure that diversity and inclusion are considered in all that we do.

Recruitment

WHAT WE WILL DO

- Undertake a planned review of our current recruitment procedures, keeping inclusivity in mind.
- Provide bite-size training workshops for managers on our revised recruitment and selection procedures.
- Continue to monitor and publish recruitment and selection data annually.