

Gender Pay Gap Report 2024

Gender Pay Gap definitions

The gender pay gap is defined as the difference between the mean and median hourly rate of pay that our male and female employees receive.

- The **mean pay gap** is the difference between average hourly earnings of men and women.
- The **median pay gap** is the difference between the mid-point in the range of hourly earnings of men and women, when arranged from lowest to highest.

Gender Pay Gap figures

This is our annual gender pay gap for the **snapshot date of 31st March 2023**.

These figures are based on hourly rates of pay and show that our mean gender pay gap is -7% and our median pay gap is -13%.



This means that:

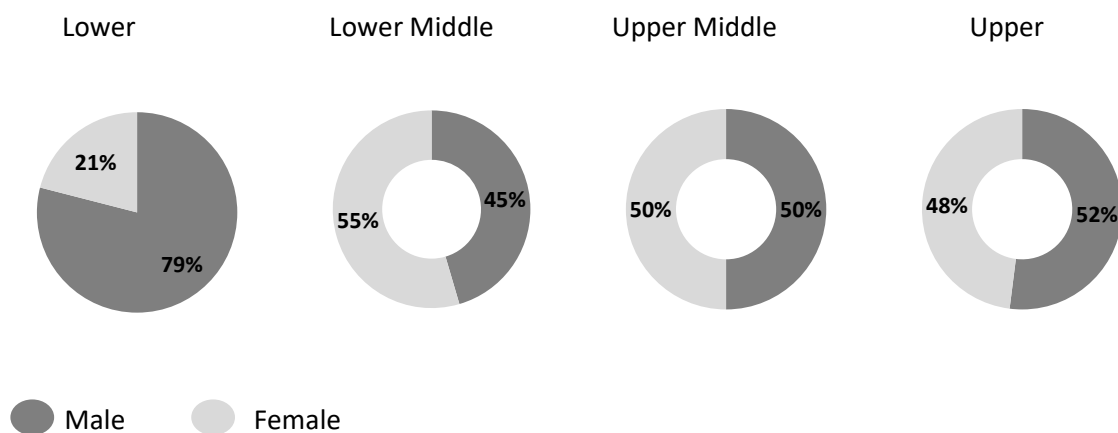
- our female employees have an average hourly rate that is 7% higher than our male employees hourly rate.
- At the mid-point within the range of hourly earnings that we pay our male and our female employees, our female employees have an hourly rate that is 13% higher than our male employees hourly rate.

The main reason for this gender pay gap is an imbalance of male and female colleagues across the services as we have a much higher proportion of men working in our Waste Operations Service and our Parks and Streetscene Service. Many of the roles within these services fall within the lower pay bands.

We use a local government job evaluation scheme to determine the pay range for each job so that men and women in similar jobs are paid on the same pay grade.

Our Gender Pay Gap by quartile

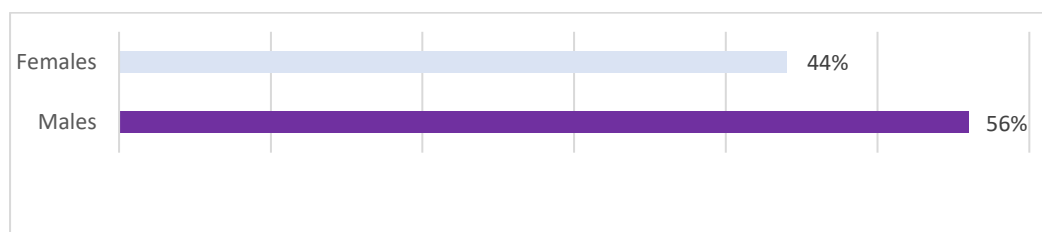
The gender pay gap by quartile shows the proportion of male and female employees in quartile pay bands. These quartiles are calculated by placing the workforce in order of their hourly pay rate from lowest to highest and then dividing this into four equal parts. The "lower quartile" therefore contains the workforce on the lowest hourly pay rates and the "upper quartile" contains the workforce on the highest hourly pay rates.



This chart shows the gender split when we order hourly rate of pay from lowest to highest and then group these into four equal quartiles.

- The lower quartile contains more males than females for the reasons set out above.
- The lower middle quartile is fairly evenly split with slightly more females than males.
- The upper middle quartile is evenly split.
- The upper quartile is fairly evenly split with almost equal amounts of men and women in our very senior roles.

The total number of staff used for the gender pay gap calculation in the snapshot date of 31st March 2023 were 641. A breakdown by gender is given below.



Our Bonus Gender Pay Gap

Whilst Guildford Borough Council does not award bonuses for performance, we do make Long Service Awards to staff completing 25 years' service. In the year April 2022 to March 2023 six employees received payments, three of these payments were to male employees and three to female employees.

The proportion of male employees receiving this bonus is 0.8% and the proportion of females receiving this bonus is 1.0%. Our mean and median bonus gender pay gap is -0.2%. This figure will vary significantly each year as the number of Long Service Awards made is small.

Signed

Tom Horwood

Joint Chief Executive

Date January 2024