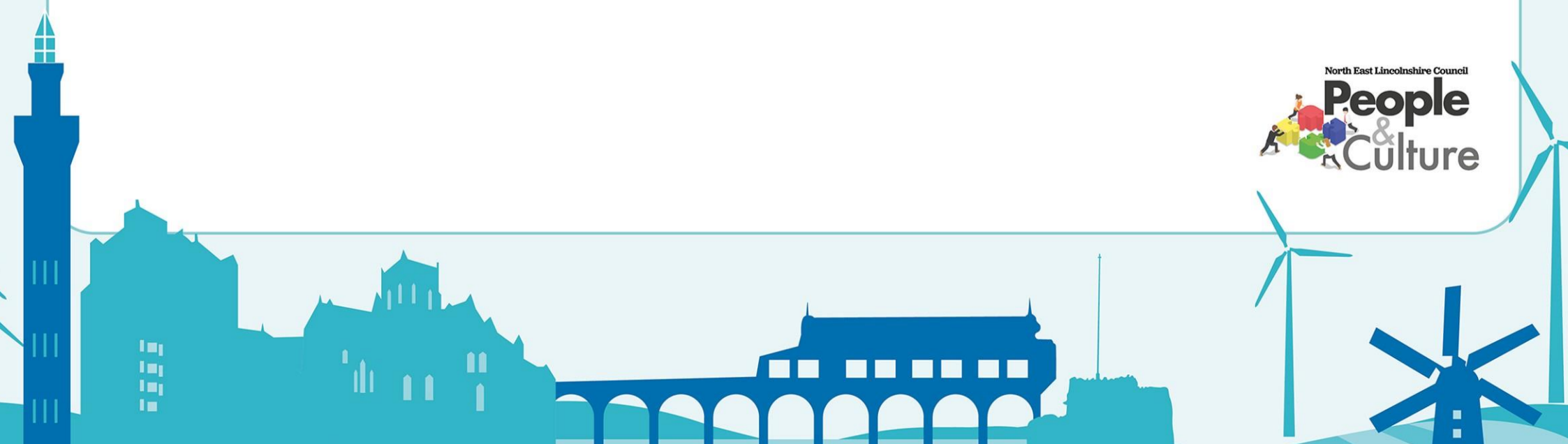


What is the Gender Pay Gap?

North East Lincolnshire Council acknowledges the significance of equitable treatment and the proactive promotion of equality for its entire workforce. In accordance with the Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017, organizations employing 250 or more individuals must annually disclose statutory gender pay gap calculations, starting from April 2018. The gender pay gap is a metric used to assess the disparity in average hourly pay rates between male and female employees within the organization. A positive gender pay gap denotes that men receive higher pay than women, while a negative figure indicates the opposite.

The gender pay gap serves as an indicator of whether there exists a variance in aggregate pay between males and females across the entire organization.

The council is obligated to report two measures quantifying the difference in pay between male and female employees: the mean and the median. The mean illustrates the disparity in average pay between male and female employees, calculated by summing all salaries and dividing the total by the number of employees. On the other hand, the median represents the numerical value that separates the top 50% and bottom 50% of salaries.



Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require all public employers with 250 or more employees to report their Gender Pay Gap annually based on a 'snapshot' date. The 'snapshot' date for the public sector is 31st March each year, and figures must be published within a year of this date.

Therefore, the authority is required to publish its gender pay gap for each year on the North East Lincolnshire Council (NELC) website and on the gov.uk website. These figures were published for the first time in 2018.

The figures and calculations within this report do not include maintained schools or academies within the area, due to being classed as separate entities.

We are required to calculate and publish the following gender pay data:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. It has been estimated that the under-utilisation of women's skills costs the UK economy 1.3 - 2% of GDP annually, and that eradicating the full-time gender pay gap would contribute additional spending into the economy of £41b each year.

In 2016, the national gender pay gap for full-time employees was 9.4%, meaning that average pay for full-time female employees was 9.4% lower than for full-time male employees. The gap was down from 17.4% in 1997. The gap for all employees, full and part-time was 18.1% down from 27.5% in 1997.

The Government considers that this rate of progress is too slow, and has committed to closing the gender pay gap within a generation.

Scope

This document applies to all employees of North East Lincolnshire Council (NELC) only.

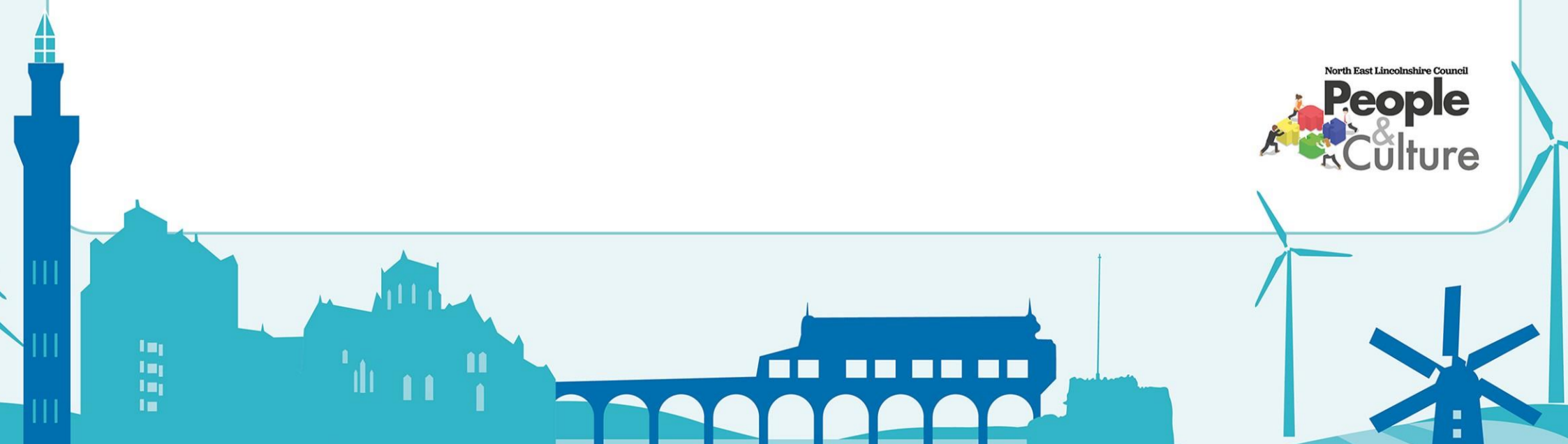
Associated policies/guidelines

- Recruitment and Selection – Managers Guidance
- Pay and Grading – Job Evaluation

Equality and Diversity

The council is committed to ensuring equality of treatment for everyone. You can access the [Council's equalities policy statement](#) at any time.

The Council is a [Disability Confident](#) employer committed to making the most of the talents disabled people can bring to the workplace.



Gender pay gap reporting

31 March 2023

Median 2022 vs 2023

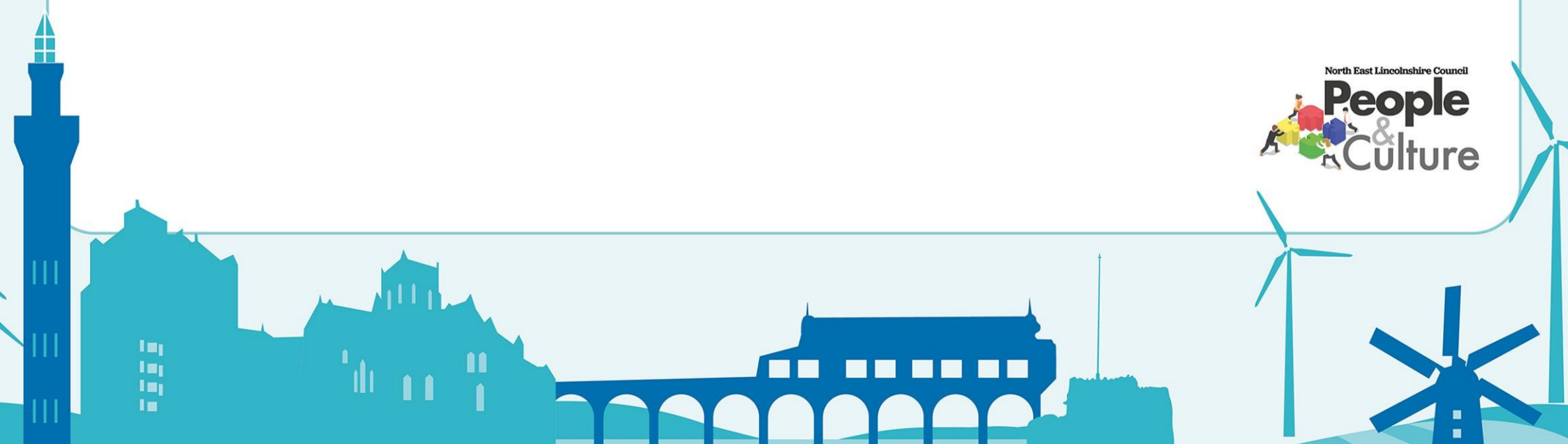
The median pay for females for the 2022 GPG was at £12.41, and has increased to £14.43 (16.28%)

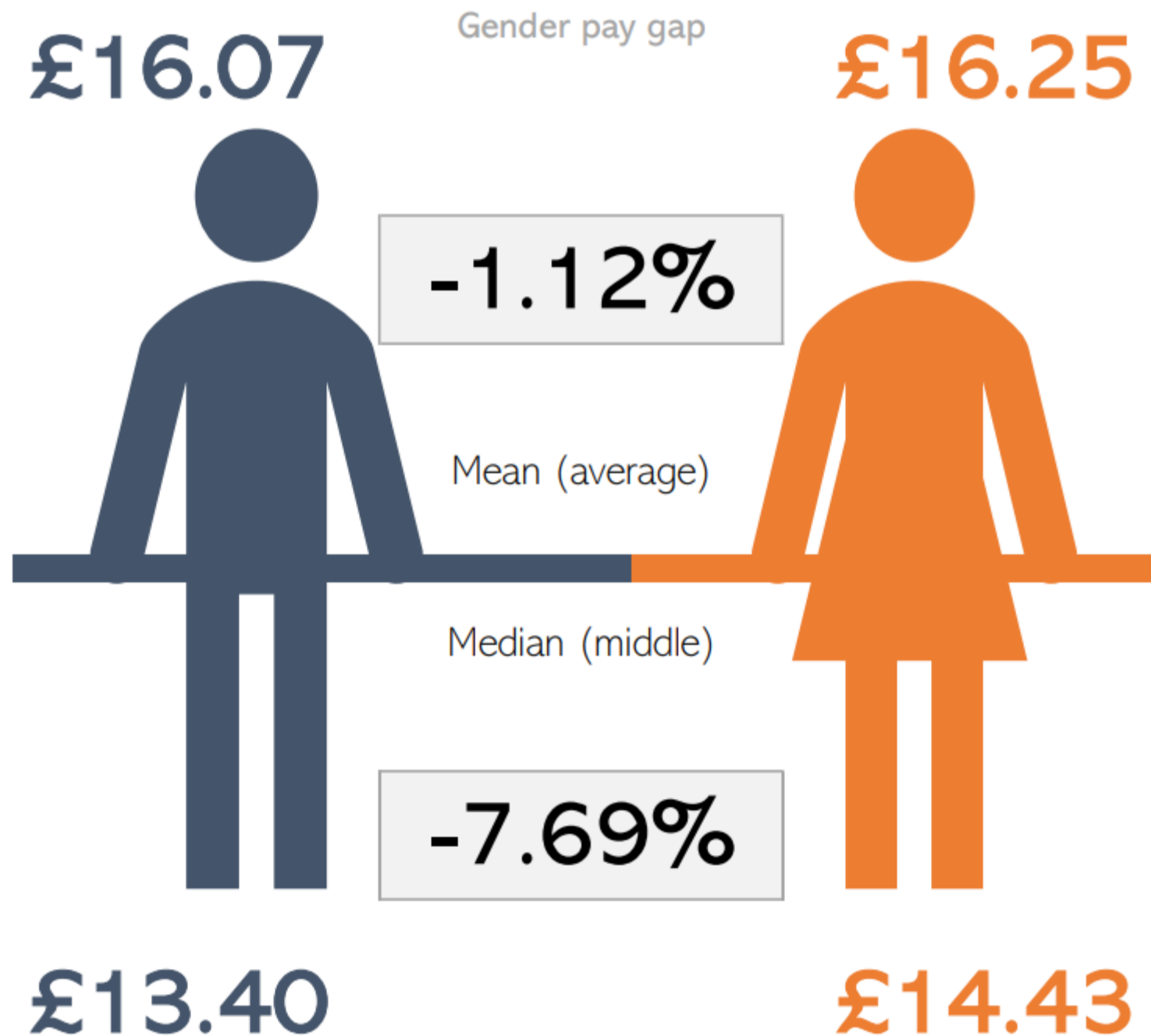
The median pay for males for the 2022 GPG was at £12.16, and has increased to £13.40 (10.2%)

Mean 2022 vs 2023

The mean pay for females for the 2022 GPG was at £15.26, and has increased to £16.25 (6.49%)

The mean pay for males for the 2022 GPG was at £15.11, and has increased to £16.07 (6.35%)

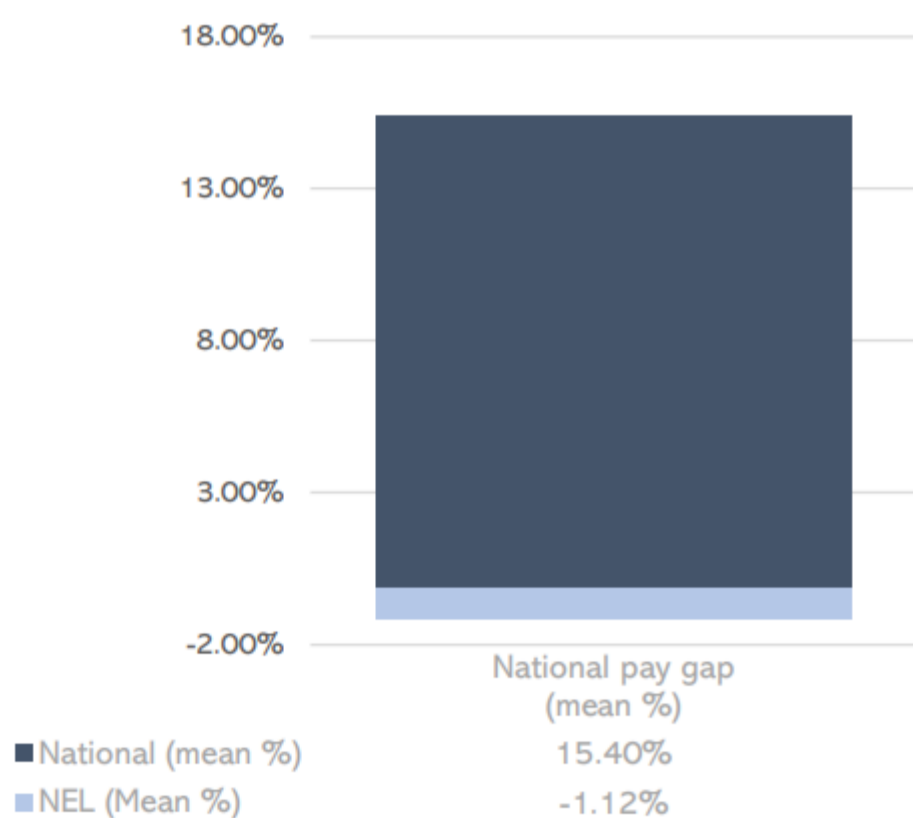




Gender paygap		
	Mean hourly rate	Median hourly rate
Female	£16.25	£14.43
Male	£16.07	£13.40
Difference (£)	-£0.18	-£1.03
Pay gap (%)	-1.12%	-7.69%

On average for every £100 that a male employee earns a female earns £101.12

National gender pay gap (average)

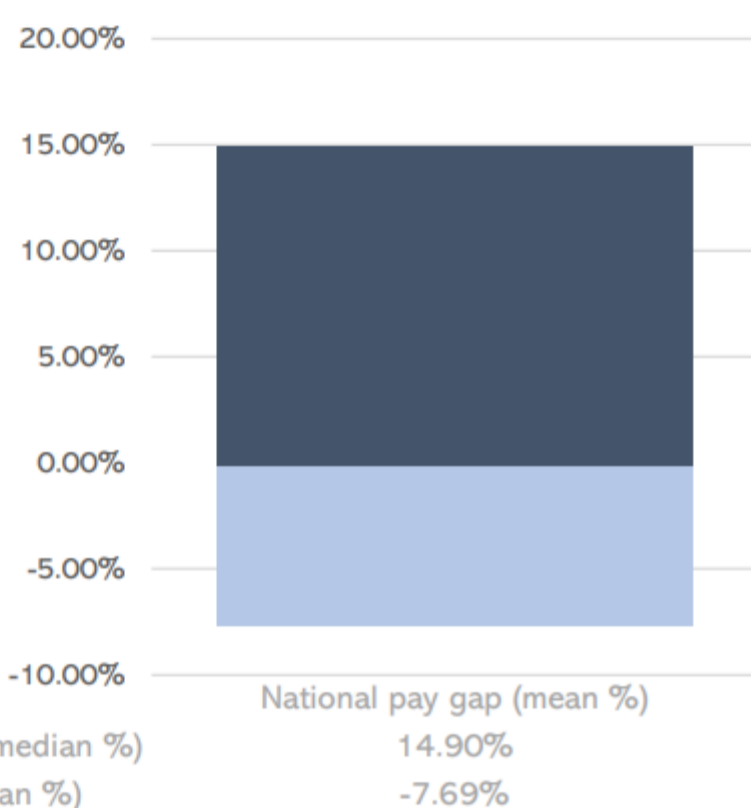


15.40%

National (latest figures)

-1.12%

North east
Lincolnshire
council



14.90%

National (latest figures)

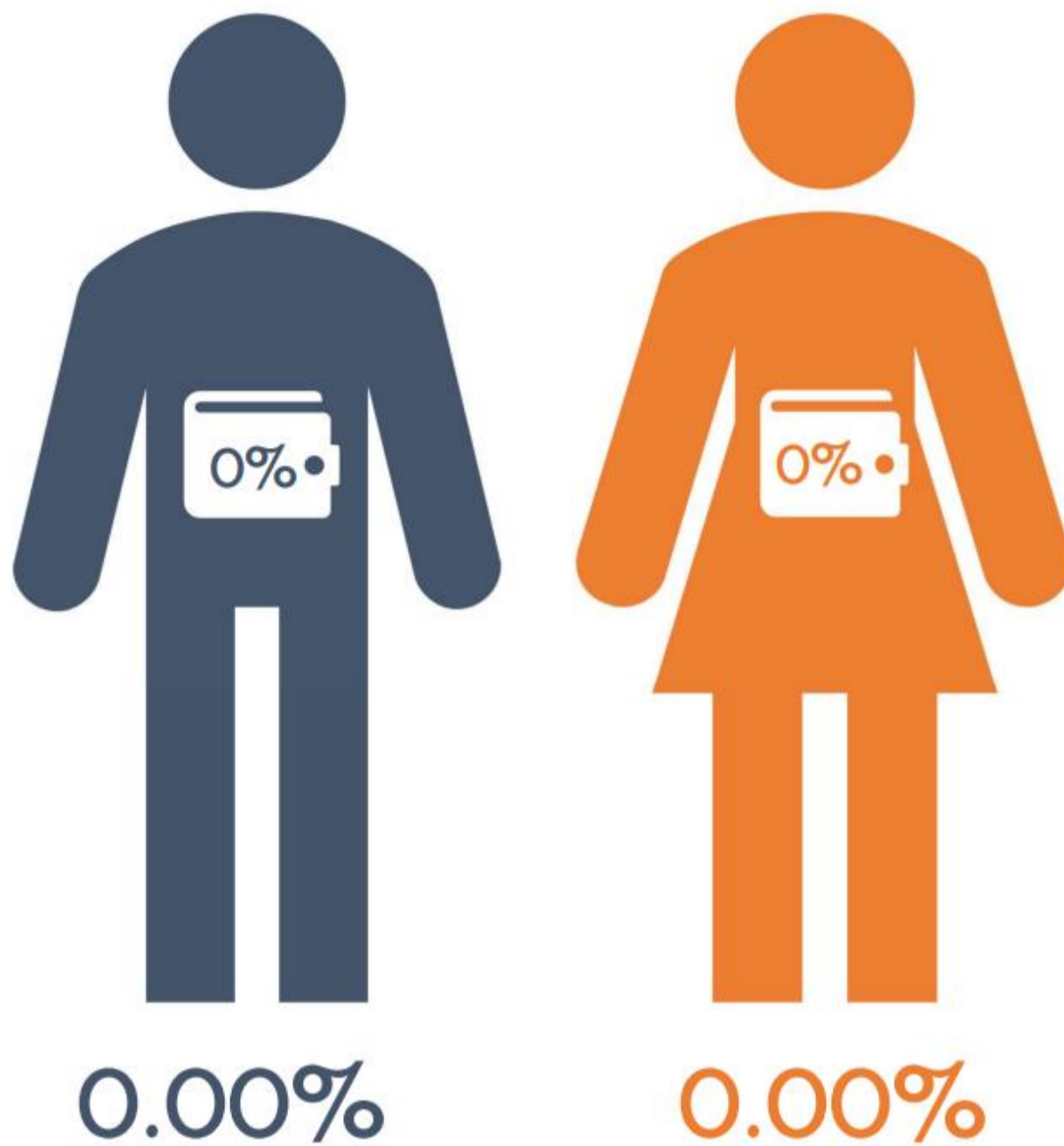
-7.69%

North east
Lincolnshire
council

National gender pay gap (average & median)

	Mean difference (%)	Median difference (%)
National	15.40%	14.90%
North east Lincolnshire Council	-1.12%	-7.69%

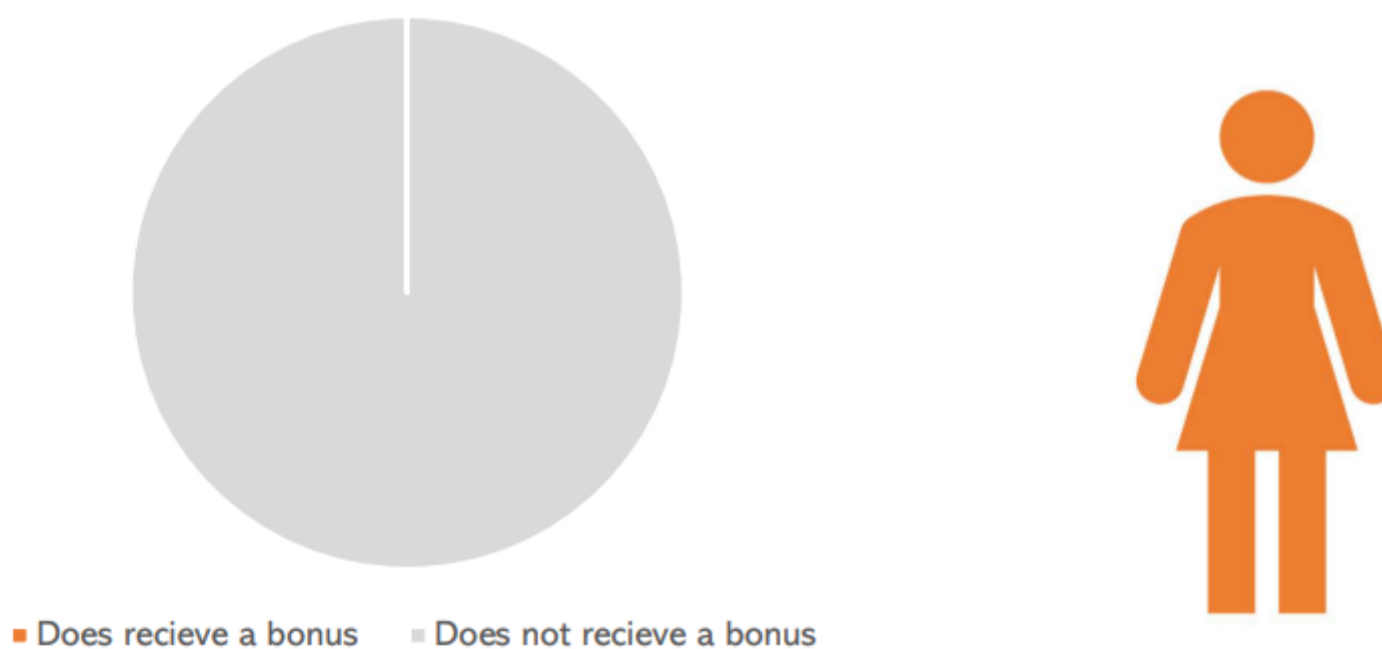
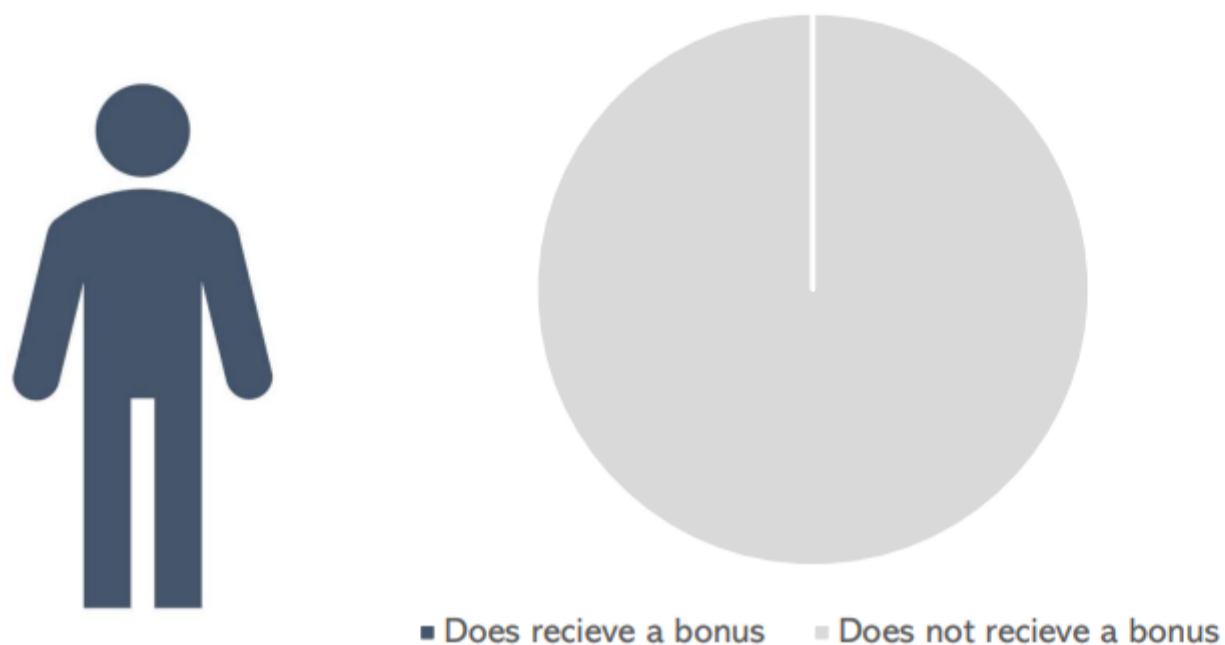
Gender bonus gap



Mean & median bonus gap

Bonus gap	
	Gender bonus gap
Mean bonus gender pay gap	0.00%
Median bonus gap	0.00%
Proportion of males receiving a bonus	0.00%
Proportion of females receiving a bonus	0.00%

Proportion of males and females receiving a bonus

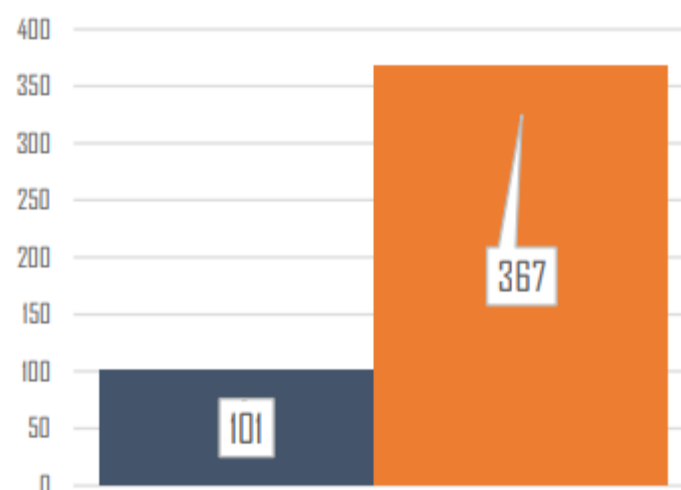
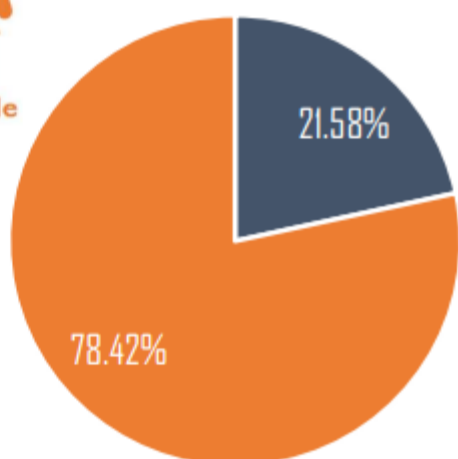


Proportion of males and females receiving a bonus		
Gender	Receive a bonus	Does not receive a bonus
Male	0.00%	100.00%
Female	0.00%	100.00%

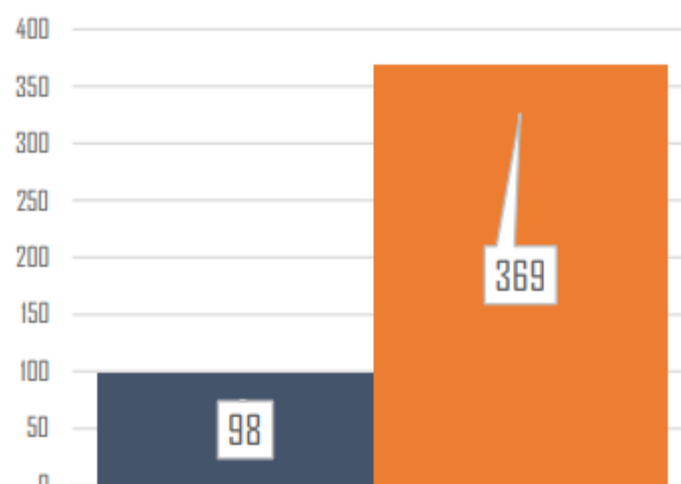
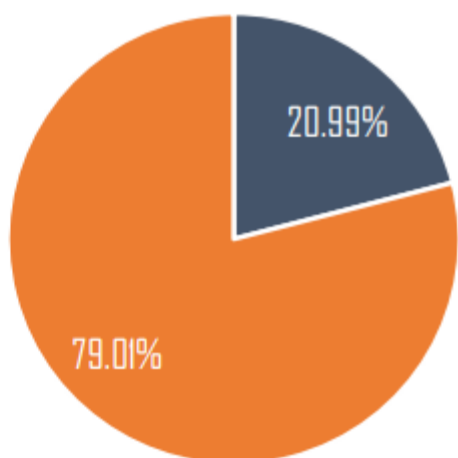
Proportion of male and female in each pay quartile band



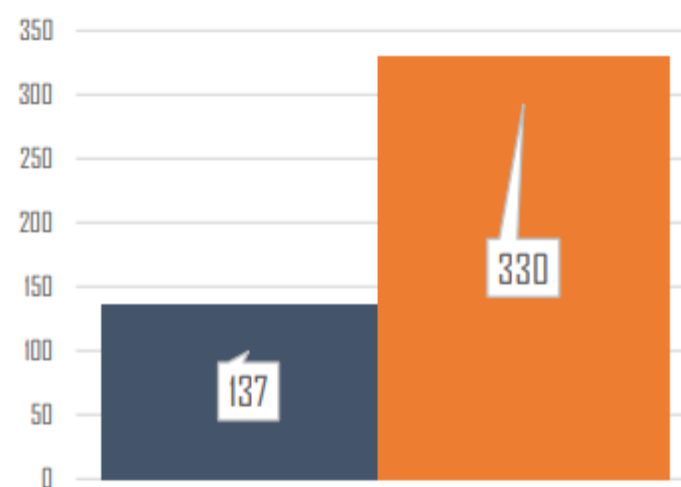
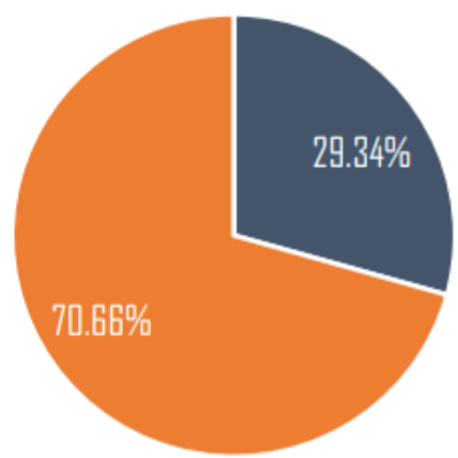
Top
Quartile



Middle
upper
Quartile



Middle
lower
Quartile



Bottom
Quartile

