

Gender Pay Gap Reporting

This report contains data and narrative for information published by Sevenoaks District Council in March 2023. The snapshot date required for this by Government is 31 March 2022.

1. Introduction

Sevenoaks District Council has 416 (386.2 FTE) employees.

All employees are paid in accordance with the National Joint Council terms, conditions and pay scales. This means that every job role at the Council is subject to job evaluation to ensure the pay for that role is fair, regardless of the gender of the post holder.

The Council provides approximately 70 services to the 50,000 households and 120,000 people that live in the District. This means that there are a wide range of diverse roles from refuse collectors and vehicle maintenance staff, to customer services, qualified planning and environmental health officers.

Sevenoaks District Council is multi award winning for the quality of its services and the innovation it shows in finance and efficiency. This includes prioritising investing in front line staff and reducing the size and cost of its senior management.

2. Pay quartiles

The table below shows the proportion of male and female staff that make up each of the pay quartiles.

Pay Quartile	Male	Female
Lower Quartile	65.38%	34.62%
Lower Middle Quartile	47.12%	52.88%
Upper Middle Quartile	39.42%	60.58%
Upper Quartile	51.92%	48.08%

Our quartile analysis shows that currently there is a greater proportion of male employees in the lower and upper quartiles. There is a greater proportion of female employees in the lower and upper middle quartiles.

3. The table below shows the mean and median pay gaps

	Mean Hourly rate	Median Hourly rate
Male	£16.98	£13.53
Female	£16.33	£14.70
Gender Pay Gap	3.8%	(-8.64%)

Our mean pay gap shows that male employees are paid on average 3.8% more than female employees. This is explained by the greater proportion of male employees that currently hold posts in the upper quartile of the pay bands.

Our median pay gap shows that male employees are paid on average (-8.64%) than female employees.

4. Mean and median bonus pay

Bonus pay is required to include any remuneration that relates to productivity or performance.

Through the Council's appraisal scheme, which all employees participate in, those that achieve high quality or outstanding performance can receive payment of £250 or £500, which is subject to normal deduction of national insurance, tax and pension contributions. In circumstances where an employee is at the top of their pay band the achievement of outstanding performance is recognised with a payment equivalent to 2.5% of salary or £500 (whichever is greater).

The table below shows the gender pay gap between mean and median bonus pay.

	Mean Bonus Pay	Median Bonus Pay
Gender pay gap	29.05%	0.0%

Our analysis of pay shows that 59.12% of male employees receive a bonus and 40.88% of female employees receive a bonus.

Our mean bonus pay gap shows that male employees receive on average 29.05% more than female employees. This is explained by the greater proportion of male employees that are currently at the top scale point of their salary band.

Our median bonus pay gap shows that female and male employees receive median bonus pay of £250 for the year.