

# North Devon Council Gender Pay Gap Report

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

We carry out pay audits at regular intervals and evaluate job roles and pay grades as necessary to ensure a fair structure.

We are confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather any gender pay gap is the result of the roles in which men and women work within the Council and the salaries that these roles attract.

## About median and mean

### **The median gender pay gap figure**

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

### **The mean (average) gender pay gap figure**

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

## **Gender Pay Gap 2022-2023**

### **Hourly pay gap**

In North Devon Council (NDC), women earnt £1.10 for every £1 that men earnt when comparing median hourly pay. Their median hourly pay is 10.4% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 7.8% higher than men's.

### **The percentage of women in each pay quarter**

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

In NDC, women occupy 45.4% of the highest paid jobs and 24.6% of the lowest paid jobs.

#### **Upper hourly pay quarter (highest paid)**

45.4% of the upper hourly pay quarter (highest paid) are women

54.6% of the upper hourly pay quarter (highest paid) are men

#### **Upper middle hourly pay quarter**

56.1% of the upper middle hourly pay quarter are women

43.9% of the upper middle hourly pay quarter are men

#### **Lower middle hourly pay quarter**

34.3% of the lower middle hourly pay quarter are women

65.7% of the lower middle hourly pay quarter are men

#### **Lower hourly pay quarter (lowest paid)**

24.6% of the lower hourly pay quarter (lowest paid) are women

75.4% of the lower hourly pay quarter (lowest paid) are men

## **Bonus pay gap**

No bonuses were paid.

## **Gender Pay Gap 2021-2022**

### **Hourly pay gap**

In North Devon Council (NDC), women earnt £1.12 for every £1 that men earnt when comparing median hourly pay. Their median hourly pay is 12.2% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 4.4% higher than men's.

### **The percentage of women in each pay quarter**

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

In NDC, women occupy 44.4% of the highest paid jobs and 27.8% of the lowest paid jobs.

#### **Upper hourly pay quarter (highest paid)**

44.4% of the upper hourly pay quarter (highest paid) are women

55.6% of the upper hourly pay quarter (highest paid) are men

#### **Upper middle hourly pay quarter**

50.5% of the upper middle hourly pay quarter are women

49.5% of the upper middle hourly pay quarter are men

#### **Lower middle hourly pay quarter**

32.2% of the lower middle hourly pay quarter are women

67.8% of the lower middle hourly pay quarter are men

#### **Lower hourly pay quarter (lowest paid)**

27.8% of the lower hourly pay quarter (lowest paid) are women

72.2% of the lower hourly pay quarter (lowest paid) are men

## **Bonus pay gap**

No bonuses were paid.

## **Gender Pay Gap 2020-2021**

### **Hourly pay gap**

In North Devon Council (NDC), women earnt £1.08 for every £1 that men earnt when comparing median hourly pay. Their median hourly pay is 8.2% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 1.6% higher than men's.

### **The percentage of women in each pay quarter**

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

In NDC, women occupy 43.9% of the highest paid jobs and 27.7% of the lowest paid jobs.

#### **Upper hourly pay quarter (highest paid)**

43.9% of the upper hourly pay quarter (highest paid) are women

56.1% of the upper hourly pay quarter (highest paid) are men

#### **Upper middle hourly pay quarter**

47.9% of the upper middle hourly pay quarter are women

52.1% of the upper middle hourly pay quarter are men

#### **Lower middle hourly pay quarter**

35.6% of the lower middle hourly pay quarter are women

64.4% of the lower middle hourly pay quarter are men

#### **Lower hourly pay quarter (lowest paid)**

27.7% of the lower hourly pay quarter (lowest paid) are women

72.3% of the lower hourly pay quarter (lowest paid) are men

## **Bonus pay gap**

No bonuses were paid.

## **Gender Pay Gap 2019-2020**

### **Hourly pay gap**

In NDC, women earned £1.05 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 5.5% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 3.3% higher than men's.

### **The percentage of women in each pay quarter**

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

In NDC, women occupy 44.7% of the highest paid jobs and 30.8% of the lowest paid jobs.

#### **Upper hourly pay quarter (highest paid)**

44.7% of the upper hourly pay quarter (highest paid) are women

55.3% of the upper hourly pay quarter (highest paid) are men

#### **Upper middle hourly pay quarter**

47.6% of the upper middle hourly pay quarter are women

52.4% of the upper middle hourly pay quarter are men

#### **Lower middle hourly pay quarter**

44.7% of the lower middle hourly pay quarter are women

55.3% of the lower middle hourly pay quarter are men

#### **Lower hourly pay quarter (lowest paid)**

30.8% of the lower hourly pay quarter (lowest paid) are women

69.2% of the lower hourly pay quarter (lowest paid) are men

## **Bonus pay gap**

No bonuses were paid.

## **Gender Pay Gap 2018-2019**

### **Hourly pay gap**

In NDC, women earned £1.14 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 14% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 5.4% higher than men's.

### **The percentage of women in each pay quarter**

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

In NDC, women occupy 43% of the highest paid jobs and 18% of the lowest paid jobs.

#### **Upper hourly pay quarter (highest paid)**

43% of the upper hourly pay quarter (highest paid) are women

57% of the upper hourly pay quarter (highest paid) are men

#### **Upper middle hourly pay quarter**

51.5% of the upper middle hourly pay quarter are women

48.5% of the upper middle hourly pay quarter are men

#### **Lower middle hourly pay quarter**

48% of the lower middle hourly pay quarter are women

52% of the lower middle hourly pay quarter are men

#### **Lower hourly pay quarter (lowest paid)**

18% of the lower hourly pay quarter (lowest paid) are women

82% of the lower hourly pay quarter (lowest paid) are men

## **Bonus pay gap**

No bonuses were paid.

## **Gender Pay Gap 2017-2018**

### **Hourly pay gap**

In NDC, women earned £1.09 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 8.9% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 2.4% higher than men's.

### **The percentage of women in each pay quarter**

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

In NDC, women occupy 40% of the highest paid jobs and 14% of the lowest paid jobs.

#### **Upper hourly pay quarter (highest paid)**

40% of the upper hourly pay quarter (highest paid) are women

60% of the upper hourly pay quarter (highest paid) are men

#### **Upper middle hourly pay quarter**

53% of the upper middle hourly pay quarter are women

47% of the upper middle hourly pay quarter are men

#### **Lower middle hourly pay quarter**

50.5% of the lower middle hourly pay quarter are women

49.5% of the lower middle hourly pay quarter are men

#### **Lower hourly pay quarter (lowest paid)**

14% of the lower hourly pay quarter (lowest paid) are women

86% of the lower hourly pay quarter (lowest paid) are men

## **Bonus pay gap**

No bonuses were paid.