

APPENDIX 3 – GENDER PAY GAP

This report is based on incumbencies or posts held by each employee. Some employees may have multiple incumbencies – for example a Pupil Support Assistant may also hold posts for a Children’s Escort and a Relief Nursery Nurse. During the report incumbencies are referred to as ‘employee data’ or employees.

The following information provides the policy, approach and detail of the pay gap calculations.

Premise of Calculation for Mean Pay Gap

We have used the basic (excluding overtime) hourly rate of pay for each employee. We then calculated the average hourly rate of pay for male employees, and separately for female employees.

We worked out the mean average for each gender by adding together all of the individual hourly rates of pay, and then dividing this by the total number of employees.

The calculation we used is set out below:

$$(A/B) \times 100 = \text{TOTAL}$$
$$100 - \text{TOTAL} = \text{PAY GAP}$$

A = female average hourly rate

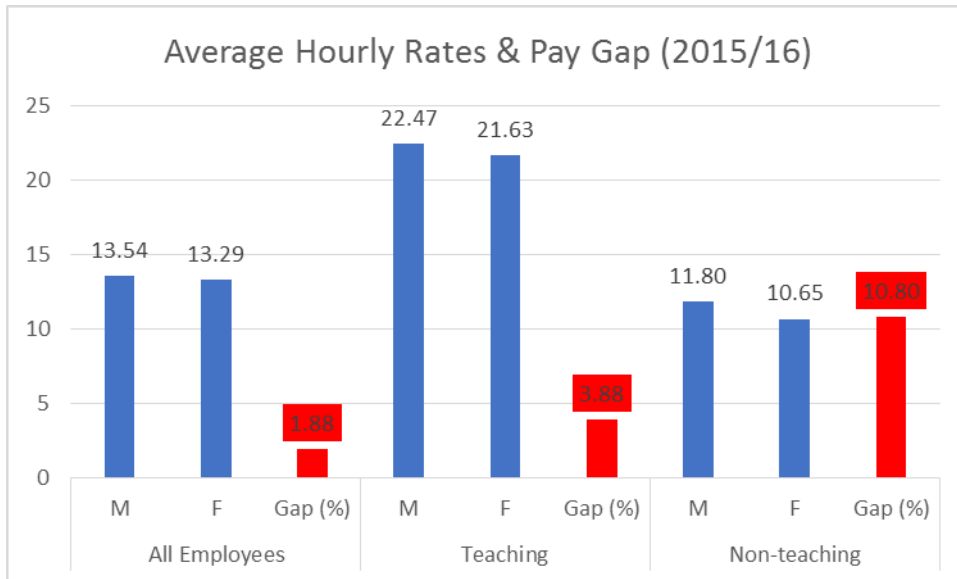
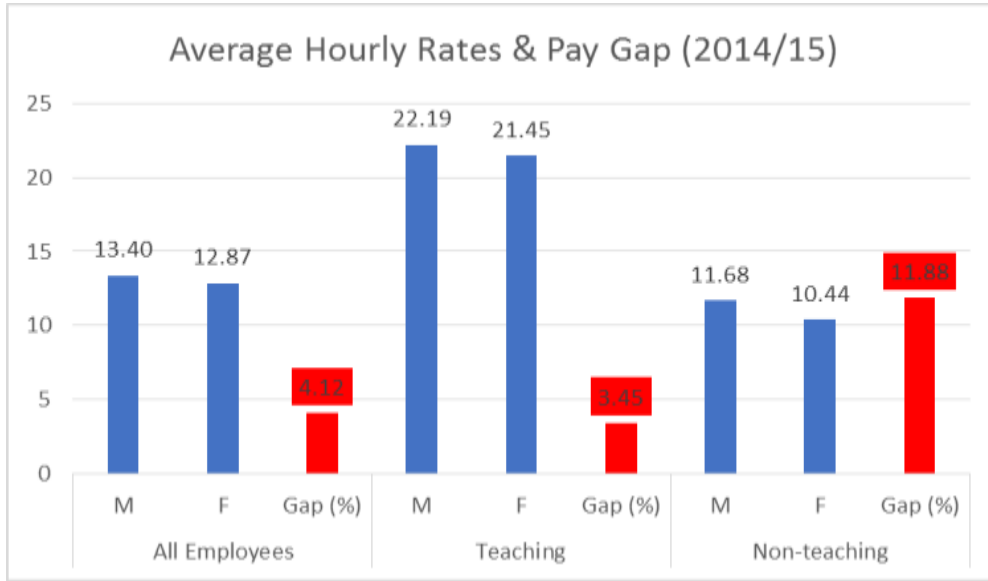
B = male average hourly rate

Chart Details – Average Hourly Rate

The information in the following table and charts show the average hourly rate for all employees, teachers only and non-teaching employees respectively. The figure at the side of each column representing females is the percentage pay gap for each category. The charts show the 2 financial years 2014/15 and 2015/16.

For all employees the pay gap between males and females fell from 4.12% in 2014/15 to 1.88% in 2015/16. During the period the gender pay gap has increased for teaching from 3.45% in 2014/15 to 3.88% in 2015/16. For non-teaching employees the gender pay gap has decreased from 11.88% in 2014/15 to 10.80% in 2015/16. The increase in the living wage and addition of the annual pay award to this will have affected the gender pay gap for non-teaching employees.

	Average Hourly Rates								
	All Employees			Teaching			Non-teaching		
	M	F	Gap (%)	M	F	Gap (%)	M	F	Gap (%)
2014/15	13.40	12.87	4.12	22.19	21.45	3.45	11.68	10.44	11.88
2015/16	13.54	13.29	1.88	22.47	21.63	3.88	11.80	10.65	10.80



Premise of Calculation for Median Pay Gap

The Median hourly rate is the hourly rate which splits the top 50% of the staff cohort (e.g. non-teaching females) from the bottom 50% when arranged from highest rate to lowest. For example the median hourly rate of the following 5 example values is £12.00 because it is right in the middle of the value order:

£29.75

£21.50

£12.00

£11.25

£10.75

To show the distinction, the Mean (the common understanding of 'average') hourly rate for the same group of figures would be £17.05:

$$(29.75 + 21.50 + 12.00 + 11.25 + 10.75) / 5 = \mathbf{£17.05}$$

The calculation we used is set out below:

$$(A/B) \times 100 = \text{TOTAL}$$
$$100 - \text{TOTAL} = \text{PAY GAP}$$

A = female median hourly rate

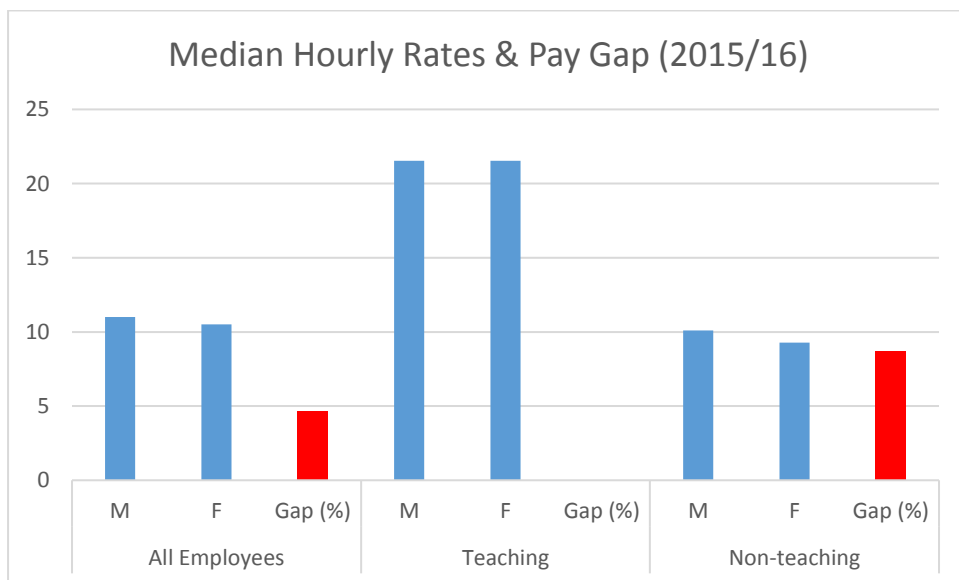
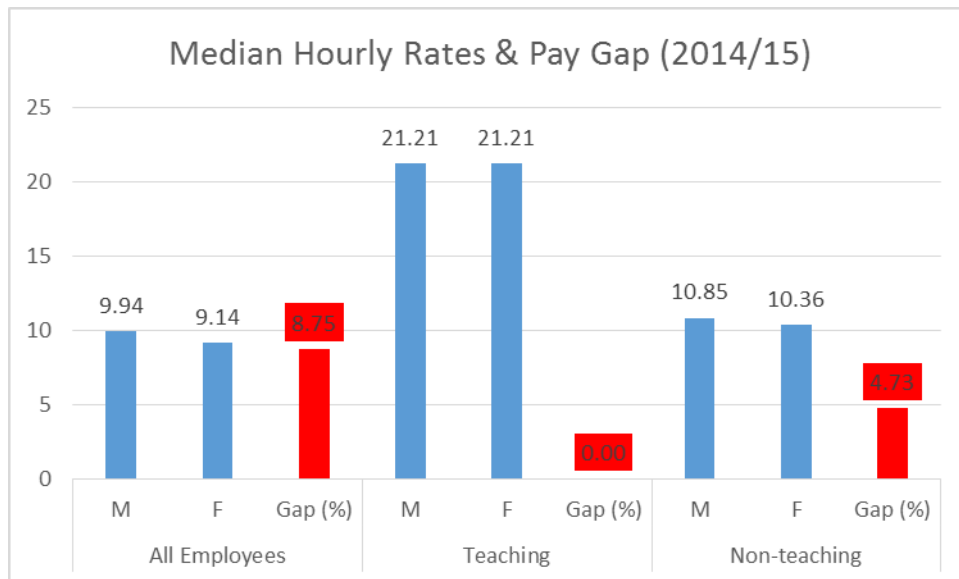
B = male median hourly rate

Chart Details - Median

The table and charts that follow show the median hourly rates for all employees, teaching employees and non-teaching employees to show the gender pay gap.

The overall gender pay gap using this method is shown as decreasing from 8.75% in 2014/15 to 4.66% in 2015/16. The gender pay gap for teachers remains static at 0%, this is due to the fact that the majority of employees of both gender are on the top SCP for class teachers.

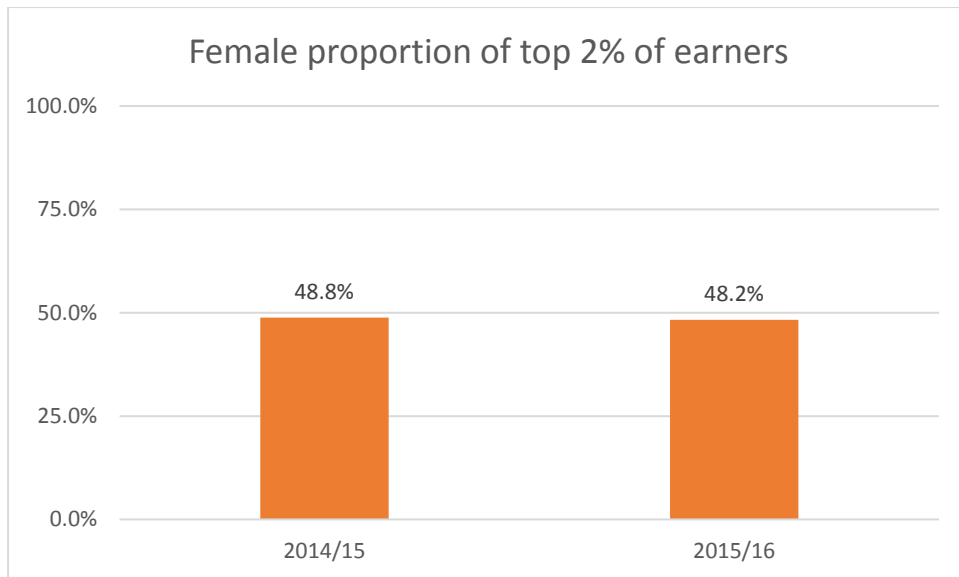
Median Hourly Rates									
	All Employees			Teaching			Non-teaching		
	M	F	Gap (%)	M	F	Gap (%)	M	F	Gap (%)
2014/15	9.94	9.14	8.75	21.21	21.21	0.00	10.85	10.36	4.73
2015/16	11.01	10.52	4.66	21.53	21.53	0.00	10.09	9.28	8.73



Female proportion of top 2% of earners

The proportion of the top 2% of earners who are women has dropped slightly, from 48.8% in 2014/15 to 48.2% in 2015/16.

The 2nd percentile hourly rate, where all employees on or above the rate are included in the top 2%, fell on the top spinal column point of Grade M in both years, at £21.50 and £21.82/hour respectively. Due to the numbers on this SCP the effective sample was equivalent to the top 2.8% of earners in 2014/15 and the top 2.7% of earners in 2015/16.



Female proportion of top 5% of earners

The proportion of the top 5% of earners who are women has dropped only very slightly, from 61.1% in 2014/15 to 61.0% in 2015/16. This indicator is reported nationally to the Improvement Service, who collate returns and publish an overview including national council rankings each year. The 2015/16 returns have yet to be published; however, our 2014/15 figure of 61.1% placed Aberdeenshire Council first in Scotland, with the second placed council at 59.4%.

The 5th percentile hourly rate, where all employees on or above the rate are included in the top 5%, fell on the top SCP of Grade K in both years, at £17.73 and £18.00/hour respectively. Due to the numbers on this SCP the effective sample was equivalent to the top 9.0% of earners in 2014/15 and the top 8.5% of earners in 2015/16.

