




Bradford Council Gender Pay Gap Report 2017

The gender pay gap is a measure of the difference between the average hourly earnings of men and women.

This should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work, or work of equal value.

Bradford Council Gender Pay Gap

Mean pay is calculated by adding all average hourly pay values together, then dividing by the number of values

Median pay is the "middle" value or "mid point" value in the list of average hourly pay values

Men are paid a mean average of £13.07 per hour

**Mean Pay
Gap 8.2%**
UK average 18%
(ONS 2016 Annual Survey of Hours & Earnings)

Women are paid a mean average of £11.99 per hour

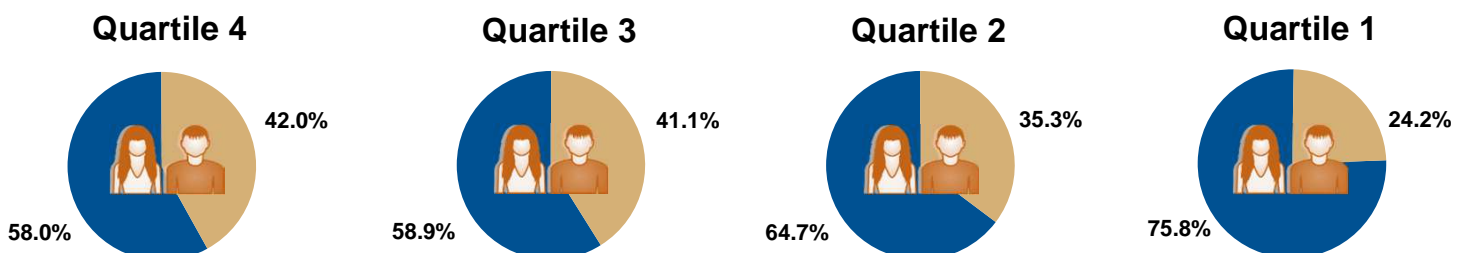
Men are paid a median average of £11.62 per hour

**Median Pay
Gap 11.1%**
UK average 23%
(CMI 2016 Gender Pay Survey)

Women are paid a median average of £10.33 per hour

Percentage of female and male in each quartile of the pay structure

Quartile 4 contains the highest paid employees and Quartile 1 contains the lowest paid

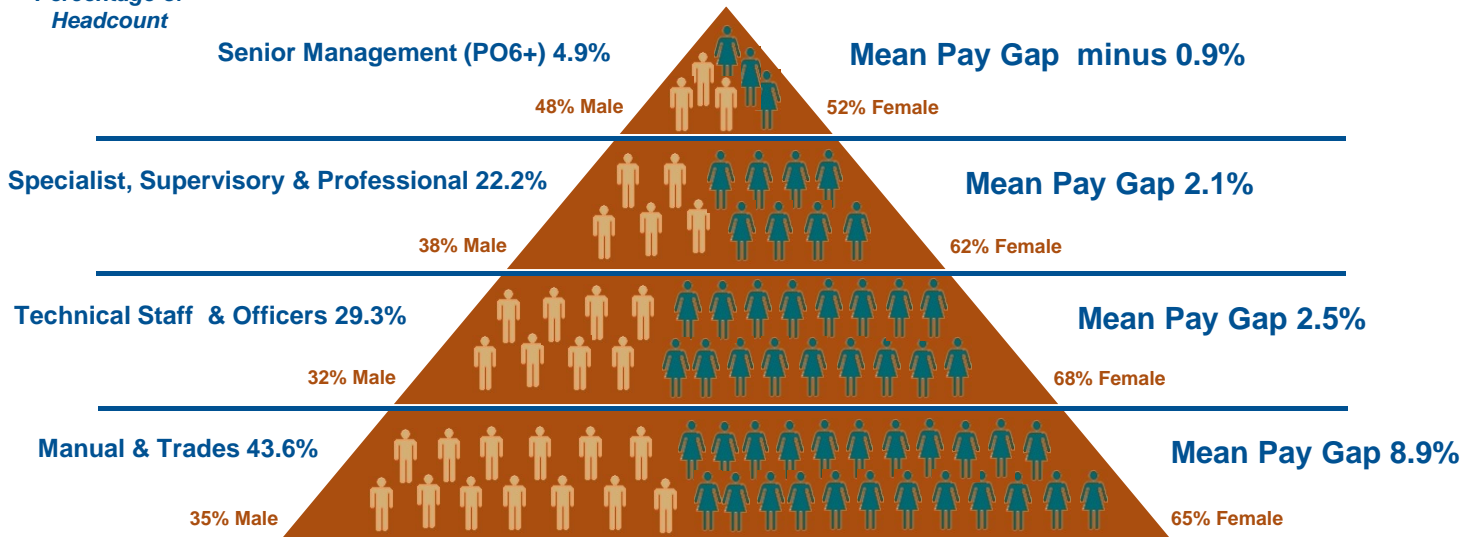


Gender Bonus Gap

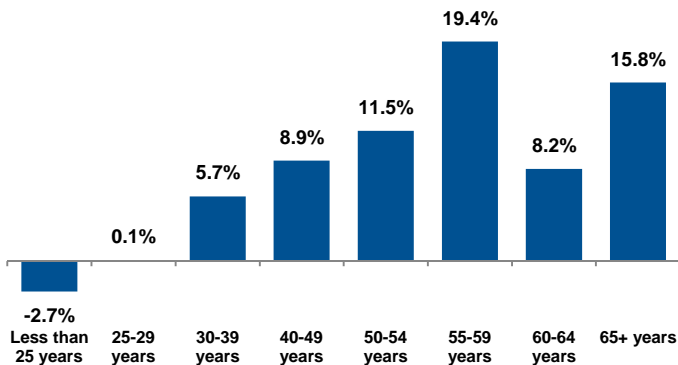
Bradford Council does not have performance related pay or a bonus scheme and therefore the Bonus Pay Gap is zero

Organisation Breakdown

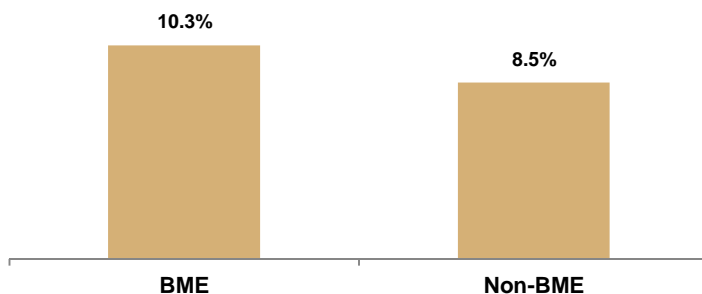
Percentage of Headcount



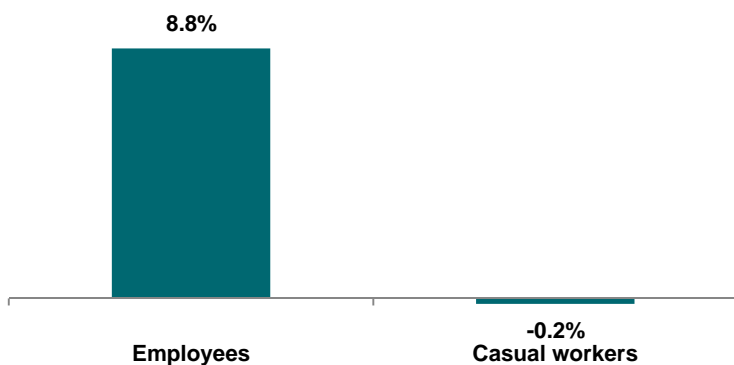
Mean Gender Pay Gap by Age



Mean Gender Pay Gap by Ethnicity



Mean Gender Pay Gap by Employee/Casual



Weekly Working Hours



Bradford Council is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

The Council is required to publish the results on our website and also on a government website annually.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. This is established by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by logging onto ESS or contacting Payroll.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.