

Copeland Borough Council Gender Pay Gap Report 2017/18

As Copeland Borough Council employs more than 250 people we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

This is our report for the snapshot date of 15 March 2018:

Mean gender pay gap = - 3.09%

Median gender pay gap = 0%

Mean bonus gender pay gap = Not applicable

Median bonus gender pay gap = Not applicable

Proportion of male employees who receive a bonus = Not applicable

Proportion of female employees who receive a bonus = Not applicable

Pay quartiles by gender:

Upper Quartile Females	56.86%
Upper Quartile Males	43.14%
Upper Middle Quartile Females	74.00%
Upper Middle Quartile Males	26.00%
Lower Middle Quartile Females	72.55%
Lower Middle Quartile Males	27.45%
Lower Quartile Females	60.38%
Lower Quartile Males	39.62%

Our Statement

We are very pleased that the data shows that there is no gender pay gap at Copeland Borough Council as the median gender pay gap is the same (0%).

Women make up 66% of our workforce and 57% of our managers.

Women make up 100% of our Corporate Leadership Team, and 59% of our wider leadership team encompassing people at Director and Manager level.

According to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings, the mean gender pay gap for the whole economy is 17.5% and the median gender pay gap 19.2%.

We believe that the fact that we do not have a gap is the result of our very proactive commitment to diversity and inclusion. Some of the things we have done to ensure equality and diversity in the workplace are:

- A rigorous competency-based approach to ensuring that all appointments and internal promotions are made solely on the basis of merit demonstrated against objective and non-discriminatory criteria.
- A development scheme which supports all individuals to achieve their potential and aspirations.
- A simple, fair and transparent pay system. Pay is determined with reference to a job evaluation system based on non-discriminatory factors; the more senior roles paid outside this structure are remunerated on salaries determined by market testing.
- A wide range of flexible working options to enable our employees to effectively manage their work/life balance. Many of our female employees at all levels opt to return part-time or to work a condensed week following maternity leave.
- Mandatory equality training for all managers and staff.
- The adoption of the Foundation Living Wage for all our staff.

Although the results of our gender pay gap analysis are positive, we will not become complacent but will keep our own performance in this area under ongoing review and seek to continuously improve the experience of all of our staff in respect of equality, diversity and inclusion.

I confirm that the information in this statement is accurate.

Pat Graham

Managing Director

March 2018