

**Gender Pay Gap Report:
 Published March 2019**

Introduction

East Dunbartonshire Council calculates its gender pay gap on an annual basis in accordance with our duties arising from the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. In addition, the Council conducts regular equal pay reviews to ensure that all staff are paid fairly and equitably.

The Act requires public bodies with a workforce of more than 250 employees to publish gender pay gap which is a calculation undertaken to measure the difference between men and women's average hourly earnings (excluding overtime) across an organisation or the labour market. This is expressed as a percentage of men's earnings,

East Dunbartonshire Council has 3 distinct grading structures:

- Local Government – Grades 3 to 17
- Teachers
- Chief Officials

Gender Pay Gap – Definition

The gender pay gap is defined as the difference in the average hourly wage of all men and women across an organisation.

Gender Pay Gap – Calculation

The gender pay gap is always expressed as a percentage, and is calculated by detailing the difference between the average hourly pay rate of male employees and the average hourly pay rate of female employees. When a negative figure is calculated it means that the average pay of men is lower than women and a positive figure shows the average male pay is higher.

The Council has compiled data to include in this report which has been obtained from our HR & Payroll System as at the 31st March 2018 and include the following employees:

Data Scope	Demographic
Employee Groups	Local Government Employees, Senior Managers, Teaching Staff
Employees Excluded	Agency workers, supply
Contracts	Permanent, Fixed Term, Temporary
Payments	Ordinary pay, inc Basic Pay, Contractual Overtime

The headcount of relevant employees is 4242, these employees hold a total of 4442 contracts within the dataset as at 31 March 2018.

The gender split of employees within the data set is:

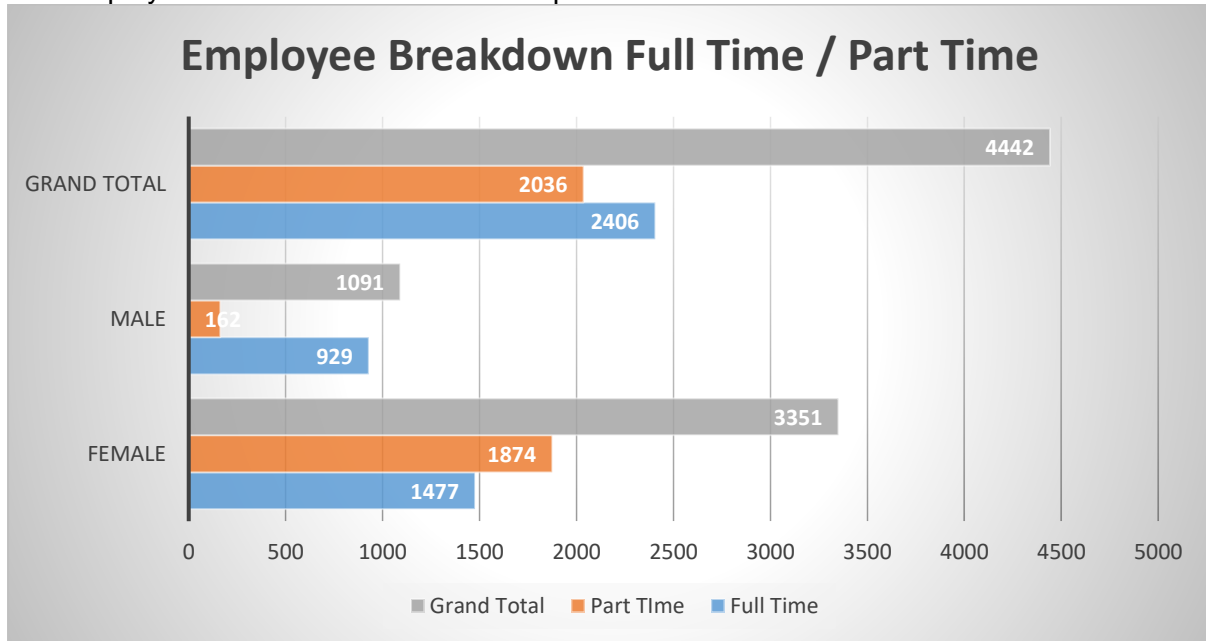
Female	Male
75%	25%

The split between full and part time within the genders is as follows:

Female		Male	
Full time	Part time	Full time	Part time
44%	56%	85%	15%

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The employee breakdown of full time and part time is detailed below:



The gender split within East Dunbartonshire Council follows the Scottish and wider UK trends, which show that a far greater percentage of employees working within local authorities are female. The data produced also shows that those female employees are far more likely to be employed on a part time basis.

Methodology and Calculation

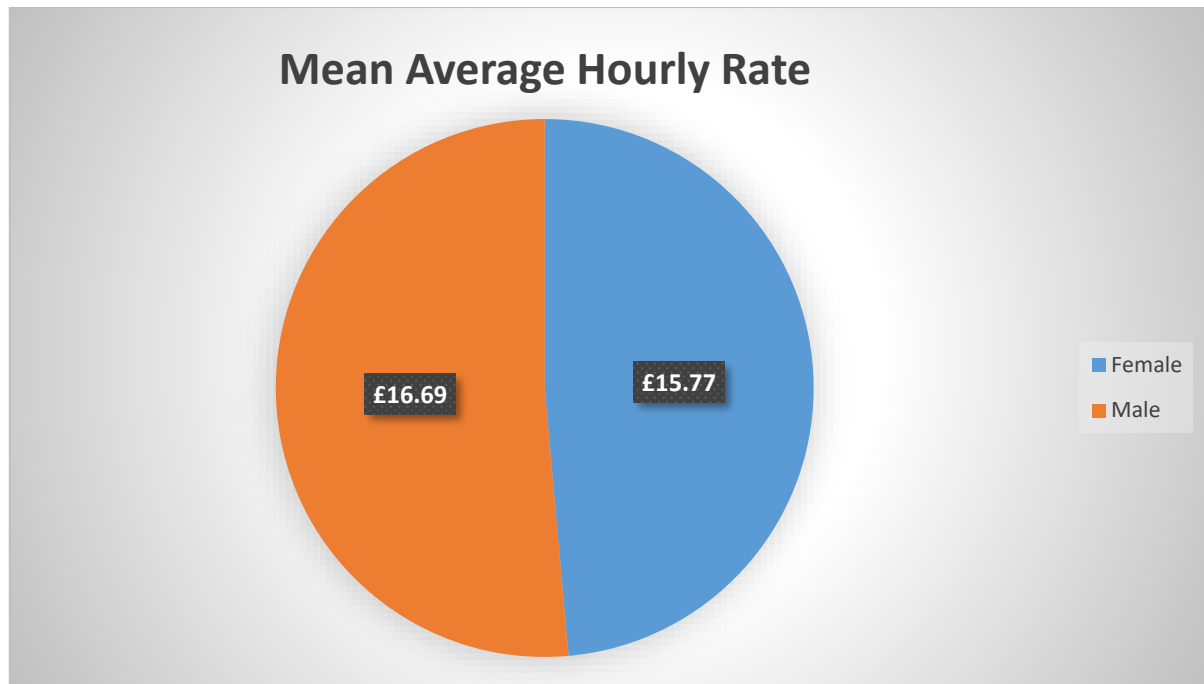
As in previous years, the Council has carried out its calculations in accordance with guidance provided in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These are calculated in hourly rates of pay with data based on salaries as at March 2018.

East Dunbartonshire Council's Gender Pay Gap

Mean Gender Pay Gap

The mean average hourly rate of pay has been calculated by adding all individual employees' hourly rate of pay and dividing by the total number of employees included in the data set. The mean average gender pay gap for East Dunbartonshire Council is 5.5%. This means that on average for every £1 earned by a male employee a female employee will earn 6 pence less (94p).

Mean Average Hourly Rate			Mean Average Gap
Male	Female	Difference	
£16.69	£15.77	£0.92	5.5%

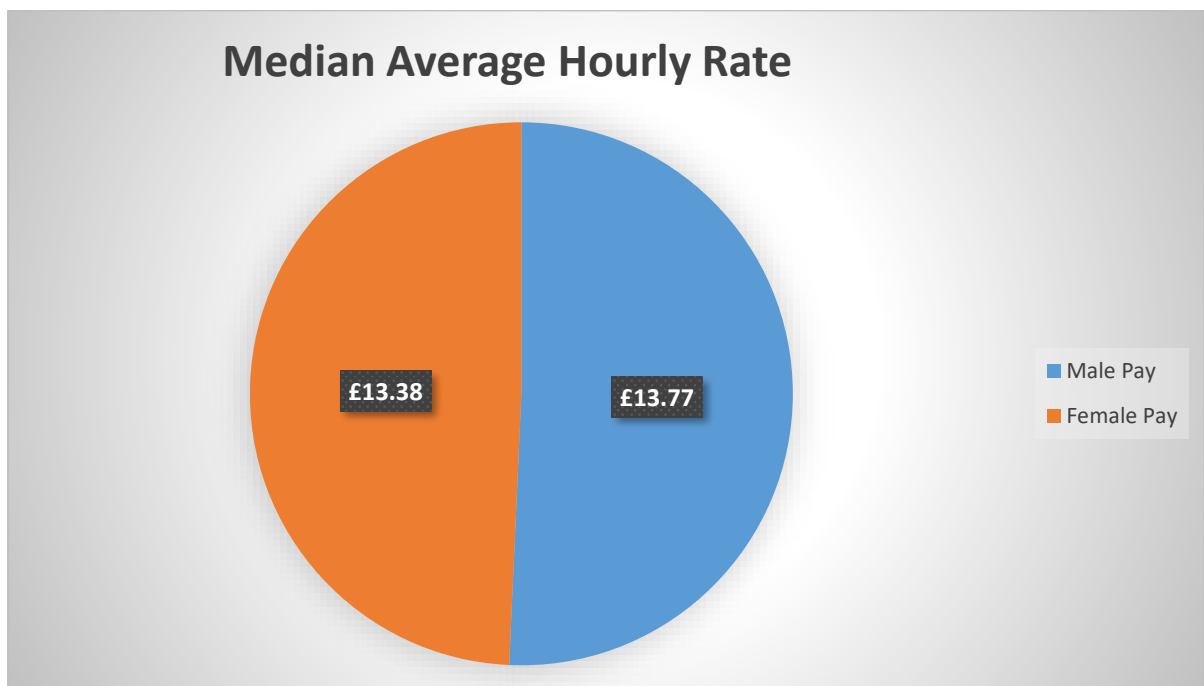


Median Gender Pay Gap

The median hourly rate is calculated by ranking the all hourly rates earned within East Dunbartonshire Council from the lowest paid to the highest paid and taking the hourly rate for the person in middle. The median gender pay gap is the difference between women’s median and the men’s median and expressing this as a percentage.

The median gender pay gap is lower than the mean at 2.8%.

Median Average Hourly Rate			
Male	Female	Difference	Median Average Gap
£13.77	£13.38	£0.39	2.8%



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Bonus Analysis

East Dunbartonshire Council does not make bonus remunerations to any group of employees. There is no Bonus Gender Pay Gap within East Dunbartonshire Council.

Quartile

Due to the nature of the pay structures and the number of contracts which attract the same hourly rate it is not possible to split the employee group at the “natural” points. The employee group has been split to provide a good distribution of contracts per quartile.

Quartile	Female	Male	Total	Min £	Max £
Lower	89%	11%	1157	£8.62	£10.14
Lower Middle	65%	35%	1268	£10.40	£13.77
Upper Middle	69%	31%	854	£13.90	£22.13
Upper	78%	22%	1163	£22.18	£69.00

This update has been produced in accordance with the Council's commitment to monitoring and promoting equality across the organisation.

PAULINE HALLIGAN

Executive Officer – Organisational Transformation