

# Surrey County Council

## Gender Pay Gap Report

March 2020



**SURREY**  
COUNTY COUNCIL

# Gender Pay Gap Reporting at 31 March 2020

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations, employers with 250 or more employees, in England, Wales and Scotland are required to publish their overall mean and median gender pay gaps each year.

More information is available from the [Gender Pay Gap Reporting Guidance](#)

Shown as a snapshot as at 31 March 2020, Surrey County Council's data is as follows:

**Table 1: Mean and median gender pay gap**

Gender	Mean Hourly Rate	Mean Gender Pay Gap	Median Hourly Rate	Median Gender Pay Gap
Male	£19.09	15.40%	£16.55	12.75%
Female	£16.15	15.40%	£14.44	12.75%

**Table 2: Quartile Pay Bands**

Gender	Lower Quartile %	Lower Middle Quartile%	Upper Middle Quartile %	Upper Quartile %
Female	84.44	77.56	62.51	65.09
Male	15.66	22.44	37.49	34.91

**Table 3: Mean and Median Bonus\* Gap**

Bonus Gap	Female	Male	% difference gap between Male and Female
Mean bonus payment	£155.88	£161.11	3.25%
Median bonus payment	£150.00	£150.00	0%

**Table 4: Bonus proportions**

Bonus proportion	Female	Male
Total Employments in receipt of bonus payment	17	9
Bonus Proportion	0.22%	0.33%

\* Bonus Payments include long service award payment of £150 for 25 years of service and £200 for 40 years of service

## Covering Statement

Surrey County Council's pay policy is gender neutral, ensuring that men and women receive equal pay for work of equal value. The Council's pay and grading structure is underpinned by Korn Ferry Hay Job Evaluation methodology, which supports this approach.

The mean gender pay gap has decreased from 19.16% to 15.4%, and the median gender pay gap has decreased from 16.81% to 12.75% since March 2019. This is a significant reduction, demonstrating the Council's commitment to narrowing the gap.

Although there still remains a gender pay gap, this does not stem from an equal pay perspective, paying men and women differently for the same or equivalent work. The continued, albeit reduced, difference in mean and median pay can be substantially attributed to the gender distribution patterns and types of work undertaken by male and female employees.

As at 31 March 2020, approximately 74% of the workforce were women. The quartile pay bands in Table 2 indicate that there remains a larger concentration of female employees in the two lower quartiles, a significant proportion of which are part time frontline jobs in areas such as personal care, catering, and cleaning, which tend to be lower graded roles.

## What we are doing to tackle the pay gap

- Surrey County Council is committed to continuing to build an inclusive culture and working environment and has re-doubled its efforts over the past year, with a new Corporate Equality, Diversity & Inclusion (EDI) Action Plan covering all aspects of community and workforce inclusion. We have a new EDI Change Group, led by the Council's Director of Environment, Transport & Infrastructure. This group is responsible for scrutinising the Council's performance against the objectives set out in the EDI Action Plan, as well as identifying new activities and initiatives in response to quantitative data and qualitative feedback from representative groups, both residents and staff.
- The EDI Change Group includes representation from all the Council's Employee Reference Groups. These have themselves grown significantly over the past year and we now have seven groups, including Women's and Parents & Carers Networks. Each group is sponsored by a member of the Council's Corporate Leadership Team and Cabinet, providing a direct route to officer and political leadership for group members; the chair of the Women's Network is our Chief Executive.
- The Council's Agile Transformation Programme is key to supporting opportunities for women to develop their careers, through its approach to enabling our employees to have more autonomy and ability to adjust when, where and how they work; increasing productivity, morale and wellbeing and promoting work-life balance.
- We have a comprehensive leadership and development offer, which includes mentoring and coaching to support women in developing their careers. We are also in the process of introducing a reverse mentoring scheme, which has strong representation of women as "upward" mentors to senior leaders. More broadly, we have introduced unconscious bias training for all staff.

- Finally, we review our employment policies and procedures on an ongoing basis to ensure they meet equality legislation requirements and that any discrimination is eliminated. Equality Impact Assessments are undertaken to evaluate the impact of new policies and procedures on gender, dual characteristics, and linked characteristics. For example, people with caring responsibilities, part time workers.

Surrey County Council confirms that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.