

Paydata Research and Analysis

Gender Pay Reporting

CONFIDENTIAL

SES Water

Gender Pay Reports

Jun 2017

Introduction and Background Information

Introduction

This report has been created for SES Water to provide them with information regarding their gender pay gap. The information contained within this report will provide SES Water to comply with the legislative requirement to publish their gender pay gap.

What is the gender pay gap?

The gender pay gap shows the difference between the average earnings of men and women. Historically, the average male pay has been higher than the average female pay. As at December 2016, the Office for National Statistics stated that the gender pay gap is currently 18.1%.

As a result, from 2017, any employer with more than 250 employees are legally obliged to publish their gender pay gap on their website and report their gap to the government. The specific calculations are as follows:

- Mean gender pay gap in hourly pay;
- Median gender pay gap in hourly pay;
- Mean bonus gender pay gap;
- Median bonus gender pay gap;
- Proportion of males and females receiving a bonus payment; and
- Proportion of males and females in each quartile.

More detailed information regarding the specific calculations can be found in the appendix or by referring to the following piece of legislation:

- The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Making sense of your gender pay gap figures

The challenge

Employers with over 250 employees are required to publish their gender pay gap figures using a snapshot of their pay data as at April 2017. Many employers are naturally concerned about:

- The size of their pay gap
- The PR impact of publishing potentially alarming figures

Employers recognise the importance of understanding what is driving their figures and if there are any particular areas where the results may be better or worse. Most have decided to include some commentary text with their mandatory figures, in order to explain what is driving the results and provide some context.

The solution

To help employers, Paydata has developed additional reporting options to facilitate the analysis of your data in more detail.

Presented in a way that enables you to focus on the most prominent issues, the reports allow you to look at gender pay differences through different filtering options:

- Location
- Directorate / division / business / operating unit
- Age range
- Length of service range

Our suite of gender pay reports is designed to help you:

1. Understand where in the organisation the gender pay reporting figures differ.
2. Identify where the organisation needs to focus its efforts to investigate and resolve issues.
3. Clarify what additional information would be useful to publish alongside the mandatory figures.
4. Decide what to include in your commentary.
5. Consider whether a more detailed equal pay audit is required.

In addition to the free mandatory reports, these reports are available for just £1,025 + VAT, discounted to £895 + VAT if ordered before you send us your data.

Mandatory Gender Pay Report 2017

Sutton and East Surrey

Introduction

Report prepared by Paydata Ltd on behalf of SES Water on 02/06/2017. A full breakdown of how these calculations have been made, including any necessary definitions can be found overleaf.

Gender Pay Results

Hourly rate of pay			
	Male (£)	Female (£)	Difference (%)
Mean	19.40	16.34	15.8
Median	16.40	13.54	17.4

Bonus pay for 12 months			
	Male (£)	Female (£)	Difference (%)
Mean	1237.34	914.95	26.1
Median	193.00	168.00	13.0

Employees who received bonus pay			
Gender	Total number of employees	Number who received bonus pay	Proportion of total (%)
Male	195	195	100.0
Female	92	92	100.0

Employees by quartile pay bands					
Quartile	Number of males	Number of females	Total number of employees	Proportion of males in quartile (%)	Proportion of females in quartile (%)
Upper	55	17	72	76.4	23.6
Upper middle	58	14	72	80.6	19.4
Lower middle	45	27	72	62.5	37.5
Lower	37	34	71	52.1	47.9

Appendix

Breakdown of calculation

Difference in mean hourly rate of pay:

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees must be expressed as a percentage of the mean hourly rate of pay of male full pay relevant employees and is to be determined as follows-

$$\frac{(A - B)}{A} \times 100$$

Where-

A is the mean hourly rate of pay of all male full-pay relevant employees; and

B is the mean hourly rate of pay of all female full-pay relevant employees.

Difference in median hourly rate of pay:

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees must be expressed as a percentage of the median pay of male full-pay relevant employees and is to be determined as follows-

$$\frac{(A - B)}{A} \times 100$$

Where-

A is the median hourly rate of pay of all male full-pay relevant employees; and

B is the median hourly rate of pay of all female full-pay relevant employees.

Difference in mean bonus pay:

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees must be expressed as a percentage of the mean bonus pay paid to male relevant employees and is to be determined as follows-

$$\frac{(A - B)}{A} \times 100$$

Where-

A is the mean bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period; and

B is the mean bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period.

Difference in median bonus pay:

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees must be expressed as a percentage of the median bonus pay paid to male relevant employees and is to be determined as follows-

$$\frac{(A - B)}{A} \times 100$$

Where-

A is the median bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period; and

B is the median bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period.

Proportion of male and female employees who received bonus pay:

The proportion of male relevant employees who were paid bonus pay must be expressed as a percentage of male relevant employees and is to be determined as follows-

$$\frac{A}{B} \times 100$$

Where-

A is the number of male relevant employees who were paid bonus pay during the relevant period; and

B is the number of male relevant employees.

The proportion of female relevant employees who were paid bonus pay must be expressed as a percentage of female relevant employees and is to be determined as follows-

$$\frac{A}{B} \times 100$$

Where-

A is the number of female relevant employees who were paid bonus pay during the relevant period; and

B is the number of female relevant employees.

Proportion of male and female employees according to quartile pay bands

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The proportion of male full-pay relevant employees within each quartile pay band must be expressed as a percentage of the full-pay relevant employees within that band as follows-

$$\frac{A}{B} \times 100$$

Where-

A is the number of male full-pay relevant employees in a quartile pay band; and

B is the number of full-pay relevant employees in that quartile pay band.

The proportion of female full-pay relevant employees within each quartile pay band must be expressed as a percentage of the full-pay relevant employees within that band as follows-

$$\frac{A}{B} \times 100$$

Where-

A is the number of female full-pay relevant employees in a quartile pay band; and

B is the number of full-pay relevant employees in that quartile pay band.

Although great care has been taken in the compilation and preparation of this report to ensure accuracy, the publishers cannot in any circumstances accept responsibility for any errors or omissions in the initial data provided.

Copyright 2017 Pay Data Limited. World rights reserved. No part of this publication may be stored in a retrieval system, transmitted or reproduced in any way, including but not limited to photocopy, photography, magnetic or other record, without the prior agreement and written permission of the publisher.

Thank you for reading this document. If you have any questions please do not hesitate to contact us by phone on +44(0)1733 391 377 or by email at info@paydata.co.uk

Visit our website to find out more about Paydata and view regular HR news updates:

www.paydata.co.uk