

## Gender pay gap report - Local Government Association

Employers in Great Britain with more than 250 staff are required by law to publish information showing the difference between what women earn as a group compared to what men earn as a group in a workplace. This is known as the **gender pay gap**.

Legally the LGA is not required to publish gender pay gap information. This is because it is divided into two separate employers – the LGA and the IDeA - neither of which employs more than 250 staff. However, the LGA is committed to operating within the spirit of the legislation governing its member councils and therefore publishes its gender pay gap information.

In March 2019 (the required snapshot date), the LGA and IDeA together employ **369** staff. Of these, **60%** are female and **40%** are male.

The LGA has in place a formal job evaluation process which it uses to set the grade of jobs across the organisation to ensure that we pay the salary that reflects the value of the role and comply with equal pay requirements.

### Difference in hourly rate

#### ▼ About mean and median

The mean hourly rate is the average hourly wage across the entire organisation - so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle - so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

#### **Women's mean hourly rate is 12.64% lower than men's**

In other words when comparing mean hourly rates, women earn 87.36p for every £1 that men earn.

#### **Women's median hourly rate is 25.85% lower than men's**

In other words when comparing median hourly rates, women earn 74.15p for every £1 that men earn.

## Proportion of women in each pay quartile

### ▼ About quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Top quartile (highest paid)

**50% of the top quartile are women**

Upper middle quartile

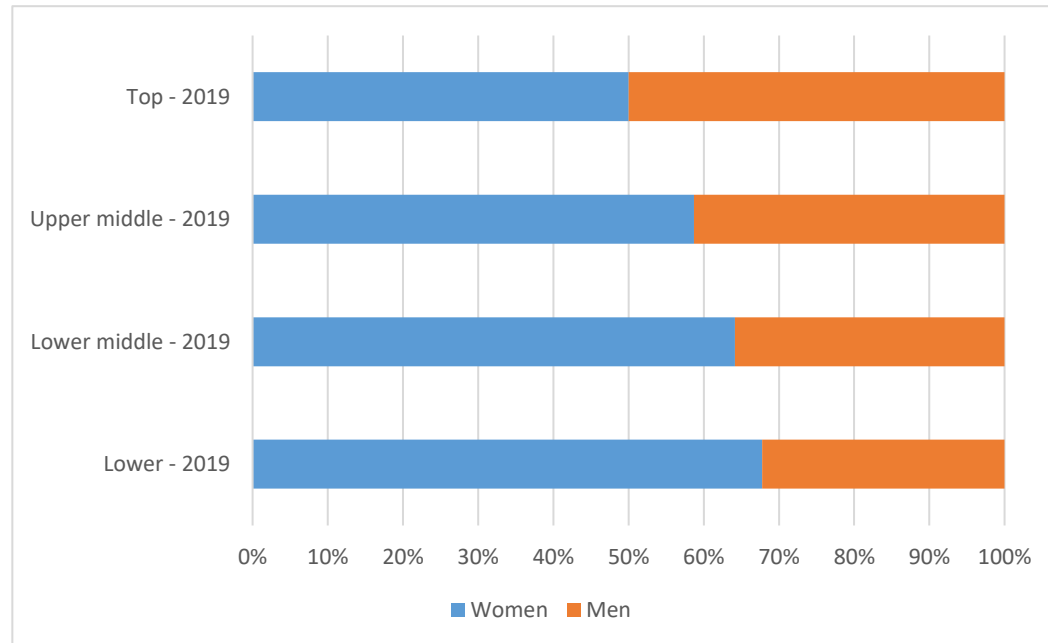
**59% of the upper middle quartile are women**

Lower middle quartile

**64% of the lower middle quartile are women**

Lower quartile (lowest paid)

**68% of the lower quartile are women**



## Who received bonus pay

No bonuses were paid.

## What we are doing

The LGA has a comprehensive action plan to address the pay gap. We also monitor our pay gap on a 6-monthly basis using real-time data.