

## Gender Pay Gap

Norfolk County Council is committed to accountability, transparency, equity and fairness in pay, reward and remuneration. Our approach to pay and reward is set out in our annual [Pay Policy Statement](#).

The Hay job evaluation scheme provides a consistent and objective framework to evaluate organisational structures and jobs and is gender blind. This approach ensures that female employees are paid on the same pay grades as men where they do the same job. Men and women also benefit from the same terms and conditions of employment. We are confident therefore that we pay men and women doing the same job equally.

## Norfolk County Council's Pay Gap

Our pay gap outcomes are set out below:

	<b>Mean average pay</b>	<b>Median average pay</b>
<b>Pay gap</b>	<b>6.80%</b>	<b>9.69%</b>

NCC's gender pay gap is primarily driven by the structure of our workforce, and to a lesser extent, by length of service in grade. An analysis of the mean gender pay gap by grade shows that for the majority of grades the difference between the pay of men and women is an average of 1%, and for 9 of our 20 grades the pay gap is in favour of women.

<b>Quartile data</b>	<b>Males</b>	<b>Females</b>
<b>Quartile 1 (Sc A – E)</b>	28.1%	71.9%
<b>Quartile 2 (Sc E – G)</b>	25.8%	74.2%
<b>Quartile 3 (Sc G – J)</b>	37.4%	62.6%
<b>Quartile 4 (Sc J upwards)</b>	36.7%	63.3%

## Bonus Pay Gap

The definition of bonus pay in the Regulations is any remuneration relating to profit sharing, productivity, performance, incentive or commission.

The mean bonus pay gap arises from a bonus scheme which is protected under TUPE. No women are employed in the post which attracts the bonus payment resulting in the mean bonus pay gap of 100%.

<b>Proportion of male employees paid a bonus</b>	0.23%
<b>Proportion of female employees paid a bonus</b>	0%

<b>Mean bonus pay</b>	<b>Median bonus pay</b>
<b>100%</b>	<b>100%</b>

Our

data shows that there has been an increase in the number of women employed in the top 5% of the organisation from 44% women in 2013/14; this has increased to over 49% at the end of March 2017.

## **Actions**

Our immediate focus is on developing a workplace culture that visibly values and respects difference, where staff can develop their career with confidence, irrespective of gender or other protected characteristic status,.

- We have re-launched our Bullying and Harassment policy and our zero tolerance approach has been publically endorsed by County Councillors and the Managing Director
- We are reviewing our appraisal scheme to have a greater focus on strength based performance discussions, enabling employees to flourish and achieve their potential
- We have a pro-active health and well-being strategy and plan which enables employees to live and work well.