

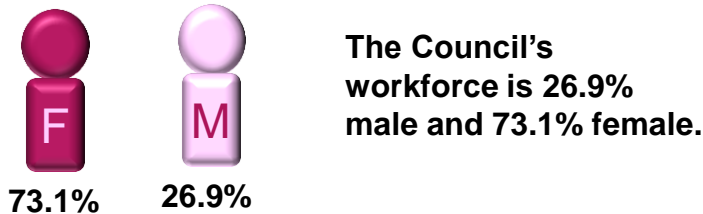
# Somerset County Council Gender Pay Gap 2017

## Gender Pay Gap explained:

The gender pay gap is an equality measure that shows the difference between the average earnings between women and men. The measures used are the mean and the median. The mean refers to the average value and the median refers to middle value.

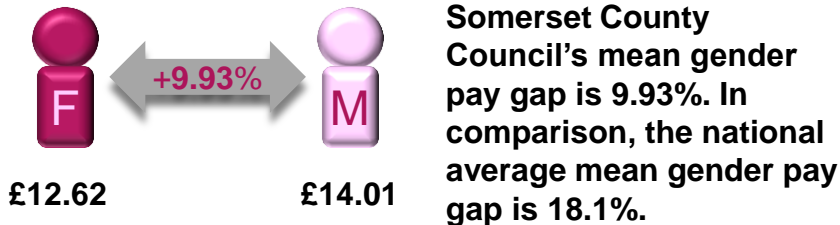
It is important to note that this is an overall measure and differs from equal pay. Equal pay refers to the pay given to women and men for comparable jobs. Unequal pay has been illegal since 1970.

## Somerset County Council's gender workforce profile

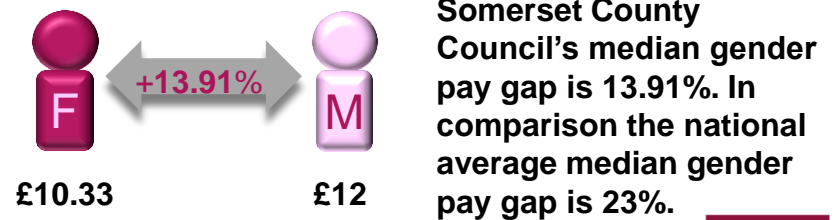


## Somerset County Council's Gender Pay Gap Calculations:

### Mean Gender Pay Gap



### Median Gender Pay Gap



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## Quartile Pay Bands

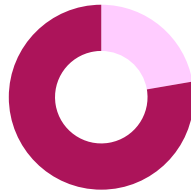
To achieve quartile pay bands the workforce pay data is divided into four equal parts . In doing so this highlights the proportion of men and women within each quartile. The below data shows that there is a greater number of women in the lower and lower middle pay band quartiles when compared to the overall % of women within the Council. The data also highlights an increase in men in the middle upper and upper quartiles in comparison to the overall % of men within the Council.

Lower Quartile



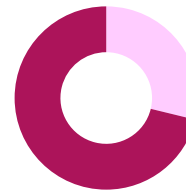
■ Men 21.8%  
■ Women 78.2%

Lower Middle Quartile



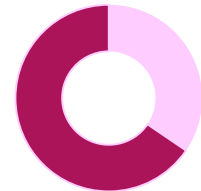
■ Men 22.3%  
■ Women 77.7%

Middle Upper Quartile



■ Men 28.8%  
■ Women 71.2%

Upper Quartile



■ Men 34.5%  
■ Women 65.5%

## Bonus calculations.

There was one bonus payment made to a male employee in 2017 of £10,000. This role was hosted by the Council with remuneration set by an external organisation. If this role were to be excluded, our Gender Pay Bonus gap would be 0%. The Council does not operate a bonus scheme for employees. The Mean Gender Pay for Bonuses is +100%. The Median Gender Pay for Bonuses is also therefore 100%.

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