

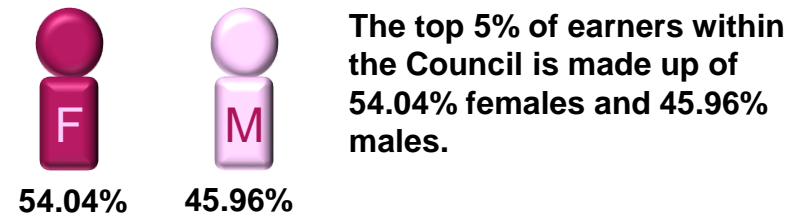
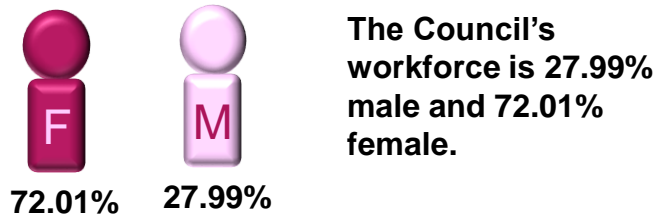
# Somerset County Council Gender Pay Gap 2018

## 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.

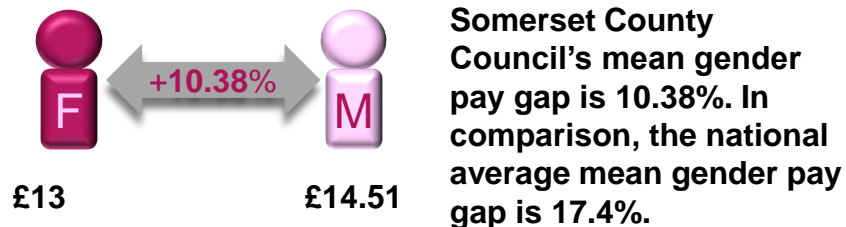
It is important to note that this is an overall measure and differs from equal pay. Equal pay refers to the pay given to women and men for comparable jobs. Unequal pay has been illegal since 1970.

## Somerset County Council's gender workforce profile

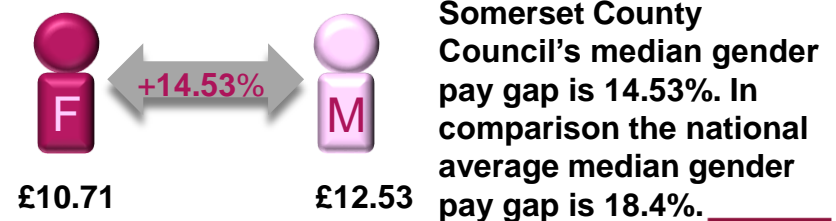


## Somerset County Council's Gender Pay Gap Calculations:

### Mean Gender Pay Gap



### Median Gender Pay Gap



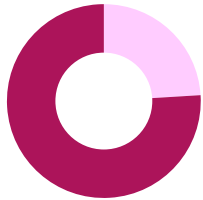
[WWW.SOMERSET.GOV.UK](http://WWW.SOMERSET.GOV.UK)



## Quartile Pay Bands

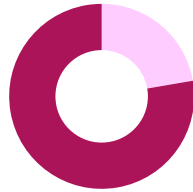
To achieve quartile pay bands the workforce pay data is divided into four equal parts . In doing so this highlights the proportion of men and women within each quartile. The below data shows that there is a greater number of women in the lower and lower middle pay band quartiles when compared to the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



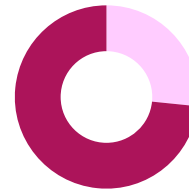
■ Men 24.03%  
■ Women 75.97%

Lower Middle Quartile



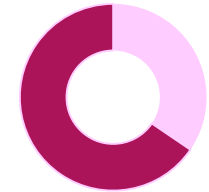
■ Men 30.01%  
■ Women 69.99%

Middle Upper Quartile



■ Men 26.61%  
■ Women 73.39%

Upper Quartile



■ Men 30.56%  
■ Women 69.44%

## Bonus calculations.

There are no bonus payments for the financial year ending 31<sup>st</sup> March 2018 as the Council does not operate a bonus scheme for employees.