



SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL

# Gender Pay Gap Report 2021

Presented By  
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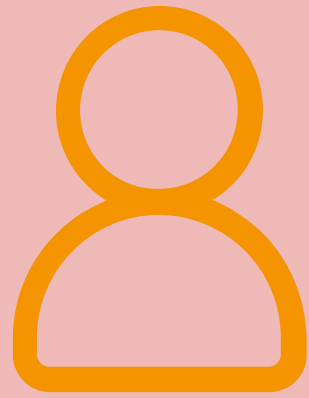
# Background to the report

In 2017 the government introduced legislation requiring all organisations with more than 250 employees to publish their gender pay gap each year. The gender pay gap shows the difference in mean and median of both hourly pay and bonus payments for men and women across the organisation. This differs from equal pay which considers the difference in pay of men and women in roles of equal value.

The information contained within this report is for the snapshot date of 31 March 2020 (as per the regulations).

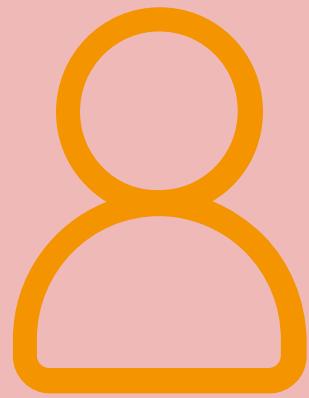
## Gender Pay Gap at SKDC

South Kesteven District Council has reduced its mean gender pay gap by 3.64% since last year. Our median gender pay gap has also reduced by 3.55%.



# 0.8%

Mean Gender pay gap  
2020 (2019 mean  
gender pay gap 4.44%)



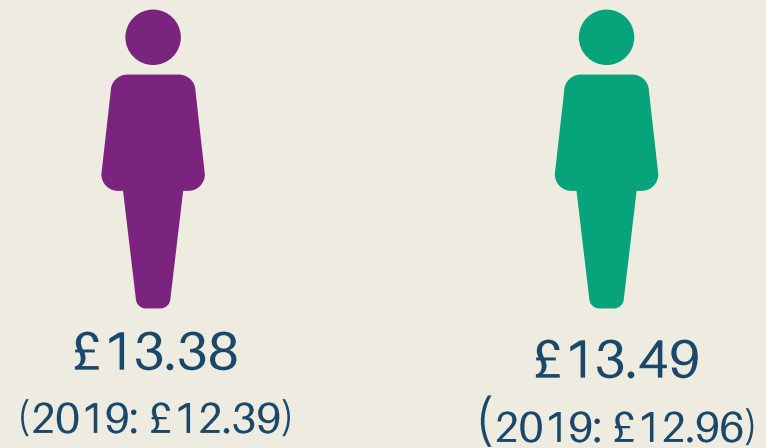
# 6.4%

Median Gender pay gap  
2020 (2019 median  
gender pay gap 9.95%)

 Women  
 Men

In terms of hourly rate this equates to:

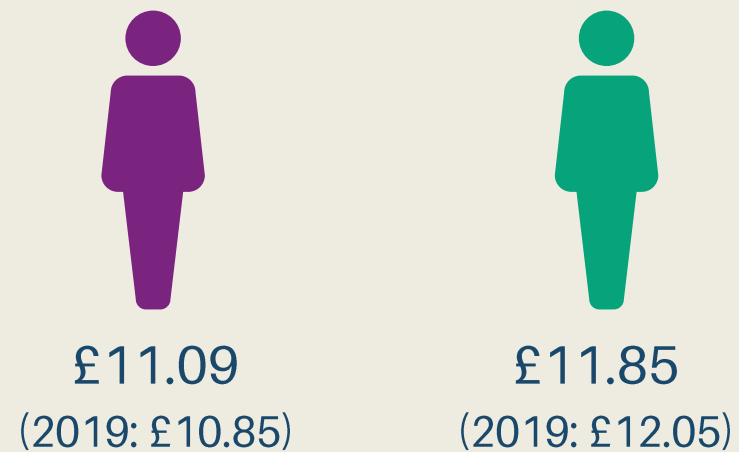
Standard **mean** hourly rate:



Difference:



Standard **median** hourly rate:



Difference:



# Proportion of female and male employees by quartile

