



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Gender Pay Gap Report 2021/22



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 2022 (as per the regulations).

Gender Pay Gap at SKDC

South Kesteven District Council has reduced its mean gender pay gap since last year, it is now negative 3.38% (20/21 was 0.45%).

Our median gender pay gap has also reduced and is now negative 11% (20/21 was 0%).



-3.38%

Mean Gender pay gap 2022
(2021 mean gender pay gap 0.45%)



-11%

Median Gender pay gap 2022
(2021 median gender pay gap 0%)

In terms of hourly rate this equates to:

Standard **mean** hourly rate:



£14.38
(2021: £13.30)



£13.91
(2021: £13.49)

Difference:



- £0.47
(2021: £0.06)

Standard **median** hourly rate:



£12.84
(2021: £11.36)



£11.56
(2021: £11.36)

Difference:



- £1.28
(2021: £0.00)



Female



Male

Proportion of SKDC's female and male employees by quartile (31 March 2022)

UPPER QUARTILE £33,000 to £115,000 130 Employees



48.5%
(2021: 38.9%)



51.5%
(2021: 61.2%)

UPPER MIDDLE QUARTILE £26,000 to £33,000 130 Employees



50.8%
(2021: 54%)



49.2%
(2021: 56%)

LOWER MIDDLE QUARTILE £22,000 to £26,000 130 Employees



56.2%
(2021: 61.2%)



43.8%
(2021: 38.9%)

LOWER QUARTILE £20,000 to £22,000 130 Employees



37.7%
(2021: 34.5%)



62.3%
(2021: 65.5%)