



Basingstoke
and Deane

Basingstoke
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Gender Pay Gap

BASP Board meeting March 2018



- What does 'gender pay gap' refer to?
- Legislative framework
- What do the statistics tell us for Basingstoke and Deane?
- What can BASP partners do?



“The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs”.

- <http://www.acas.org.uk/index.aspx?articleid=1811>



The Equality Act 2010 (and associated regulations) states that:

- Companies with more than 250 employees are obliged to publish information about the gender pay gap in their organisation by 5 April (approx. 13% of Basingstoke businesses)
 - Difference between hourly rate of pay for female and male employees
 - Difference between the average bonus paid to female and male employees
 - Proportions of female and male employees who receive bonuses
 - Relative proportions of female and male employees in each quartile pay band



Provisional ASHE 2017 data:

- Overall weekly full time wages in Basingstoke and Deane higher than UK, England and South East averages
- Male full time earnings are among the highest for Hampshire districts
- Female full time earnings are higher than national average, similar to Hampshire and South East averages but lower than East Hampshire, Hart and Winchester
- UK gender pay gap for full time workers is 9.1% (all employees is 18.4%)
- Basingstoke and Deane gender pay gap for full time workers is 20.6% (all employees is 27.3%)
- Basingstoke and Deane is in the lower quartile for all UK local authorities for gender pay gap measure



Potential contributory factors?

- Borough's industrial sector structure
- Distribution of males/females across occupations
- Private/public sector workforce distribution
- Distance travelled to work



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Over to you...



International
Women's Day