



Gender Pay Gap

Gender Pay regulations require employers with more than 250 staff to report the gap between female and male pay.

Our results show that on 31 March 2018:

- We employed more women than men and in general the median pay gap between female and male pay is -3.176% i.e. the median hourly rate for women is on average 3.2% higher than men.
- 52.5% of our workforce were women with a median hourly rate of pay which is 3.2% above men.
- We had 459 members of staff - 218 males and 241 women.

Our Gender Pay Gap figures can be found within Appendix 2 of our [Annual Equality Report and Equality Action Plan](#).

We want to create a workforce that is flexible, diverse, inclusive and attracts, retains and develops talent. We embrace the need for change and set clear goals to demonstrate that we value all our staff and will continue to look at ways to ensure that we are a good employer.

As part of our training programme, we offer a wide range of opportunities for all our staff. Over the past year, this has included self-empowerment workshops and an Everyday Leaders Programme utilising the apprenticeship levy, with more than 70% of female delegates.

The national Gender Pay Gap information is available at <https://gender-pay-gap.service.gov.uk/Viewing/search-results>

For further information, please contact the Policy and Communications team on:

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