

Report to Joint Consultative and Safety Committee

Subject: Reporting of the Gender Pay Gap (as at 31 March 2017)

Date: 28 November 2017

Author: Service Manager; Organisational Development

1. Purpose

To ask committee to note the new requirement in law to publish information to show the gender pay gap within this, and other large organisations.

2. Introduction and background

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Attached at Appendix 1 is the Senior Leadership Team report that details the Council's gender pay gap information as at the "snapshot date" of 31 March 2017. This information has now been uploaded to the government's central website as well as that of the Council. The narrative that accompanies the Council's data is endorsed by Senior Leadership Team.

2. Recommendation

The Committee is asked to note this report.

Report to Senior Leadership Team

Subject: Reporting of the Gender Pay Gap (as at 31 March 2017)

Date: 24 October 2017

Author: Service Manager; Organisational Development

3. Introduction and background

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The data to be collected, relevant at 31 March 2017 and each year thereafter is the:

- Mean gender pay gap
- Median gender pay gap
- Mean gender pay gap in bonus pay
- Median gender pay gap in bonus pay
- Percentage of males and females in each of the four pay quartiles.

Employers must both:

- publish their gender pay gap data and a written statement on their public-facing website
- report their data to government online - using the gender pay gap reporting service.

Organisations must publish within a year of the snapshot date.

2. Proposal

Below is the data for this organisation as at 31 March 2017.

It is proposed that the following data is published as required together with the proposed narrative that follows the data.

- Mean gender pay gap; 2.99%
- Median gender pay gap; 1.92%
- Bonus* payments: Men 0% Women 0.96%
- Mean gender pay gap in bonus* pay; Not applicable- no men receive bonus payments
- Median gender pay gap in bonus* pay; Not applicable- no men receive bonus payments
- Percentage of males and females in each of the four pay quartiles:

Upper quartile:	men	47.68%
	Women	52.32%
Upper middle quartile:	men	54.90%
	Women	45.10%
Lower middle quartile:	men	45.10%
	Women	54.90%
Lower quartile:	men	48.37%
	Women	51.63%

* For the purpose of reporting, market supplement payments are included as “bonus payments”

In summary, the gender pay gaps identified do not appear to be large. Although not a matter of concern, there is some disparity and the organisation will continue to address areas where this occurs.

The mean gender pay gap is greater than the median pay gap. This suggests that although the ranges of pay are spread fairly equally between men and women there is a higher proportion of men that receive the very highest levels of pay. This said, in terms of the top quartile of pay, there is a higher proportion of women than men. The organisation considers itself to be supportive of development opportunities for women and recognises the complex needs of its employees through the practical application of supportive working practices and policies.

The two middle quartiles of pay are the areas that show the most disparity; the upper middle quartile showing more male employees and the lower middle quartile showing more women employees. Although over-simplistic, the pay groupings may define a split between “middle management” jobs and “technical support” jobs. There is scope to improve the proportion of women to be appointed or move upwards into the higher of the two bands. Practical measures to support such moves include the adoption of flexible working practices through change of policy and the commencement of an active apprenticeship programme that offers training to level three qualifications and beyond.

The proportion of men and women in the lower quartile is broadly similar although women do occupy a higher proportion of posts. Many of the jobs towards the lower end of pay scales are unskilled posts and part-time posts. The organisation does offer opportunity for training to upskill its workforce and to encourage upward movement of its staff. However, as the organisation flattens its structure in response to budgetary pressures and the continued implementation of technology the opportunities for promotion out of the lower pay quartile will become less frequent. In wider society it is still often women that undertake care responsibilities which might make part-time working more attractive even though flexible working practice are applied to many better-paid posts in the organisation. Internal review was recently undertaken to build into process, the formal consideration of whether such flexible working practices can be applied to any new vacancy as it arises.

4. Recommendation

Senior Leadership Team is recommended to:

- Note the gender pay gap information
- Approve the wording of the proposed narrative
- Approve the upload of data and narrative to the appropriate government web site.
- Forward this report to the JCSC for information
- Include the data and the narrative into this year's Pay Policy Statement (which will be uploaded onto our own web site).