

Report to Joint Consultative and Safety Committee

Subject: Reporting of the Gender Pay Gap (as at 31 March 2018)

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1. Purpose

To ask committee to note the content of the Gender Pay Gap information that will be reported.

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 reporting information approved by Senior Leadership Team for publication including a supporting narrative. This details the Council's Gender Pay Gap information as at the "snapshot date" of 31 March 2018. This information will be uploaded to the government's central website as well as that of the Council.

2. Recommendation

The Committee is asked to note this report.

Gedling Borough Council

Gender Pay Gap data as at 31 March 2018

- Mean gender pay gap; 5.13%
- Median gender pay gap; 0%
- Bonus* payments: Men 0% Women 0.97%
- 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	49.34%
	Women	50.66%
Upper middle quartile:	men	48.68%
	Women	51.32%
Lower middle quartile:	men	45.75%
	Women	54.25%
Lower quartile:	men	44.74%
	Women	55.26%

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

In summary, the gender pay gap and quartile distribution is not outstanding in terms of comparison against other similar employers and although not a matter of concern, the organisation will continue to work towards a more gender-neutral state in terms of mean pay differential.

The mean gender pay gap is slightly greater this year than last although as the organisation is relatively small a change of only a small number of employees (including casuals) working at the “snapshot” date can have a material effect on the data shown as a percentage.

The outturn showing a mean gender pay gap of five percent and no median gap suggests that over the whole workforce, although the middle pay point in the spread of employee pay is the same between men and women, men do earn proportionately more than women. The quartile data shows that for all quartiles there are proportionately more women than men although the balance is much closer for the upper quartile. The inference drawn when considering the quartile data alongside the mean gender pay gap is that although there are more women in each of these divisions, within the quartiles men hold better-paid jobs than women.

Although the data shows a slightly different picture to last year, there is perhaps a similar message that can be drawn which is that, where possible, one way to reduce the mean pay gap would be to promote women within the organisation or appoint to more senior posts from external selection.

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. Practical measures to support such statements include the adoption of flexible working practices already implemented through change of policy (flexible and agile working) and the delivery of an active apprenticeship programme that already offers training to level three qualifications and linked to this, planned for early 2019, through delivery of a management programme that will have a particular focus on removing barriers to progression.