

Report to Joint Consultative and Safety Committee

Subject: Reporting of the Gender Pay Gap (as at 31 March 2019)

Date: 28 January 2020

Author: Service Manager; Organisational Development

1. Purpose

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

2. Recommendation

The Committee is asked to note this report.

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.

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 2019. This information has been uploaded to the government's central website as well as that of the Council through the annual Pay Policy Statement.

Report to Senior Leadership Team

Subject: Reporting of the Gender Pay Gap (as at 31 March 2019)

Date: 1 October 2019

Author: Service Manager; Organisational Development

2. Introduction and background

Originally a central government requirement started in 2017, any organisation that has 250 or more employees has to 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 2019 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 2019.

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

		2019	2018	2017
- Mean gender pay gap;		1.31 %	5.13%	2.99%
- Median gender pay gap;		0%	0.00%	1.92%
- Bonus* payments:	men	1.05%	0.00%	0.00%
	women	0.66%	0.97%	0.96%
- Mean gender pay gap in bonus* pay;		1.72%	N/a	N/a
- Median gender pay gap in bonus* pay;		1.82%	N/a	N/a
- Percentage of males and females in each of the four pay quartiles:				
Upper quartile:	men	49.66%	49.34%	47.68%
	women	50.34%	50.66%	52.32%
Upper middle quartile:	men	47.30%	48.68%	54.90%
	women	52.70%	51.32%	45.10%
Lower middle quartile:	men	48.30%	45.75%	45.10%
	women	51.70%	54.25%	54.90%
Lower quartile:	men	49.32%	44.74%	48.37%
	women	50.68%	55.26%	51.63%

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

Narrative

In summary, the gender pay gap is low and quartile distribution is very balanced. The data appears to be generally favourable when compared with other similar employers (based on returns from 2018 data). Although the data is not a matter of concern, the organisation will continue to be aware of the need to aspire to a gender-neutral state in terms of mean pay differential.

The mean gender pay gap is substantially lower 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.

For the first year men have also been awarded “bonus payments”. Although the percentage gender pay gap for these payments clearly favours men slightly in terms of the level of payments made, the sample set is very small (five employees; two women, three men) with the difference between male and female mean bonus being only £50 over the year.

The outturn showing a mean gender pay gap of 1.3% 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, proportionately men do earn slightly more than women. The quartile data shows that for all quartiles there are proportionately slightly more women than men although the balance is almost equal for both the upper and lower quartiles. 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, on average within the quartiles men hold very slightly better-paid jobs than women.

Last year's narrative identified that one method by which the mean pay gap could be reduced would be by the appointment of more women to senior posts through either internal promotion or by external selection. Although the selection methods for the filling of posts have not been amended, it has been the case that women have been appointed to a number of senior posts including the post of Chief Executive.

The organisation considers itself to be caring and recognises the complex needs of its employees through the practical application of supportive working practices. Practical measures to support such statements include the adoption of flexible working arrangements implemented through its employment policies.

Although the organisation does not yet have a neutral mean gender pay gap, there has been a substantial improvement on the mean gap between last and this year. This positive change is mainly associated with the recruitment of women into a number of senior posts. A risk to the ability to further improve the mean gender pay gap is that the organisation is relatively small and the change in occupation of a few of the Council's most senior posts could have a material effect on the outturn. A watching brief will be maintained each year and should the outturn worsen then an appropriate action plan will be identified.

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).