

Report to Joint Consultative and Safety Committee

Subject: Reporting of the Gender Pay Gap (as at 31 March 2020)

Date: 25 August 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 for publication by Senior Leadership Team including a supporting narrative. This details the Council's Gender Pay Gap information as at the "snapshot date" of 31 March 2020. This information has been uploaded to the government's central website as well as that of the Council. The information will also be included in the Council's next Pay Policy Statement.

Report to Senior Leadership Team

Subject: Reporting of the Gender Pay Gap (as at 31 March 2020)

Date: 4 August 2020

Author: Service Manager; Organisational Development

1. 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 2020 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 2020.

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

		2020	2019	2018	2017
- Mean gender pay gap;		2.53%	1.31 %	5.13%	2.99%
- Median gender pay gap;		0.00%	0.00%	0.00%	1.92%
- Bonus* payments:	men	1.37%	1.05%	0.00%	0.00%
	women	0.69%	0.66%	0.97%	0.96%
- Mean gender pay gap in bonus* pay;		1.67%	1.72%	N/a	N/a
- Median gender pay gap in bonus* pay;		1.65%	1.82%	N/a	N/a
- Percentage of males and females in each of the four pay quartiles:					
Upper quartile:	men	49.66%	49.66%	49.34%	47.68%
	women	50.34%	50.34%	50.66%	52.32%
Upper middle quartile:	men	44.83%	47.30%	48.68%	54.90%
	women	55.17%	52.70%	51.32%	45.10%
Lower middle quartile:	men	56.85%	48.30%	45.75%	45.10%
	women	43.15%	51.70%	54.25%	54.90%
Lower quartile:	men	49.32%	49.32%	44.74%	48.37%
	women	50.68%	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 remains low and is broadly within the parameters that might be expected for similar public sector organisations (as indicated in 2019 data). The quartile distribution is generally well-balanced. Although the data contained within the analysis 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 slightly higher this year than last although as the organisation is relatively small a change of only a few post holders (including casuals) working at the “snapshot” date can have a material effect on the data shown as a percentage. Moving from a female to a male Chief Executive will have had an impact on the outturn.

Although the percentage gender pay gap for bonus payments (market supplement payments) slightly favours men the sample set is very small (six employees; two women, four 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 2.53% 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 three out of the four quartiles (including the upper pay quartile) there are proportionately slightly more women than men. For the first time there are proportionately more men than women in the lower middle quartile. The inference drawn when considering the quartile data alongside the mean gender pay gap is that although there are more women in most of these quartile divisions, on average within the quartiles men hold very slightly better-paid jobs than women.

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, the gap continues to remain low relative to many other businesses. This positive position reflects the organisation that we aspire to be; a fair place to work and one in which supportive employment policies go hand-in-hand with an established and transparent job evaluation scheme. 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).
- Notify the content of the report to the Portfolio Holder for Young People and Equalities