

## **Report to Joint Consultative and Safety Committee**

**Subject:** Reporting of the Gender Pay Gap (as at 31 March 2023)

**Date:** 29 August 2023

**Author:** Head of HR, Performance and Service Planning

### **1. Purpose**

To ask committee to note the content of the Gender Pay Gap information that has been 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 Corporate Management Team including a supporting narrative. This details the Council's Gender Pay Gap information as at the "snapshot date" of 31 March 2023. 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 Corporate Management Team**

**Subject:** Reporting of the Gender Pay Gap (as at 31 March 2023)

**Date:** 21 June 2023

**Author:** Head of HR, Performance and Service Planning

### **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 2023 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 2023.

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

	<b>2023</b>	2022	2021	2020	2019	2018	2017
Mean gender pay gap;	<b>2.9%</b>	3.79%	4.67%	2.53%	1.31%	5.13%	2.99%
Median gender pay gap;	<b>4.8%</b>	-1.51%*	0.00%	0.00%	0.00%	0.00%	1.92%
Proportion of men with bonus**	<b>0.8%</b>	1.17%	1.79%	1.37%	1.05%	0.00%	0.00%
Proportion of women with bonus**	<b>0.4%</b>	0.37%	0.68%	0.69%	0.66%	0.97%	0.96%
Mean bonus** gender pay gap	<b>32.1%</b>	18.8%	1.72%	1.67%	1.72%	n/a	n/a
Median bonus** gender pay gap	<b>-47.0%*</b>	1.84%	1.84%	1.65%	1.82%	n/a	n/a
Percentage of males and females in each of the four pay quartiles:							
Upper quartile:							
men	<b>50.0%</b>	49.62%	50.69%	49.66%	49.66%	49.34%	47.68%
women	<b>50.0%</b>	50.38%	49.31%	50.34%	50.34%	50.66%	52.32%
Upper mid-quartile:							
men	<b>53.0%</b>	44.62%	46.53%	44.83%	47.30%	48.68%	54.90%
women	<b>47.0%</b>	55.38%	53.47%	55.17%	52.70%	51.32%	45.10%
Lower mid-quartile:							
men	<b>41.4%</b>	50.00%	47.92%	56.85%	48.30%	45.75%	45.10%
women	<b>58.6%</b>	50.00%	52.08%	43.15%	51.70%	54.25%	54.90%
Lower quartile:							
men	<b>47.8%</b>	51.13%	49.31%	49.32%	49.32%	44.74%	48.37%
women	<b>52.2%</b>	48.76%	50.69%	50.68%	50.68%	55.26%	51.63%

\* A minus figure indicates that the median pay for women is higher than it is for men

\*\* For the purpose of reporting, market supplement payments are included as "bonus payments"

### Narrative

In summary, the gender pay gap remains low and is easily within the parameters that might be expected for similar public sector organisations.

The quartile distribution is well-balanced in the upper quartile although staffing changes over the year has led to a reversal in profile in the upper mid-quartile with the proportion of men now being slightly higher than women for the first time in five years.

Women are now also represented as a greater proportion in both of the lower quartiles.

The overall median pay gap is now at its greatest since the start of data production. More men earn at or above the median than women. This may be due in a large part due to the recent structural reviews in Environmental Services in which a large number of posts, mainly in posts predominantly held by men, have been reviewed in terms of content and consequently grade (pay).

The fact that the overall mean gender pay gap remains low suggests that when taken as a whole, the average (mean) pay for female employees is similar to that of pay for male employees. The proportion of women in better-paid jobs does then seem to be healthy.

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 both mean and median pay differential.

Although the mean percentage gender pay gap for bonus payments (market supplement payments) does strongly favour men, the median bonus gender pay gap strongly favours women. The percentages though are fairly meaningless due to the very small sample size; (three employees; one woman, two men). This small sample has skewed the statistics. Should market premia be used more due to the financial pressures that may be present due to the very competitive labour market then the equality impact of such “bonus” payments will need to be considered.

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. Other policies have also been introduced to support women in the workplace such as the “Menopause in the Workplace Policy”. The Equality Policy (Employment) was also reviewed in early 2021 and the Fostering-friendly Policy was introduced towards the end of 2022. This year the Council’s Equality, Diversity and Inclusion corporate training programme has been launched with the full roll-out due in 2023-24.

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 to a point of concern then an appropriate action plan will be identified.

#### **4. Recommendation**

Corporate Management 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 Life Chances and Vulnerability