

<b>EMPLOYMENT COMMITTEE</b>	<b>AGENDA ITEM No. 4</b>
<b>7 MARCH 2019</b>	<b>PUBLIC REPORT</b>

Report of:	Mandy Pullen, Assistant Director HR & Organisational Development	
Cabinet Member(s) responsible:	Cllr Seaton, Cabinet Member for Resources	
Contact Officer(s):	Mandy Pullen, Assistant Director HR & Organisational Development	Tel. 863628

## **GENDER PAY GAP REPORTING**

<b>RECOMMENDATIONS</b>	
<b>FROM:</b> Mandy Pullen, Assistant Director HR & Organisational Development	<b>Deadline date:</b> None
That the Employment Committee notes the report.	

### **1. ORIGIN OF REPORT**

- 1.1 This report is submitted to Employment Committee following the approval of Directors on 6 February 2019.

### **2. PURPOSE AND REASON FOR REPORT**

- 2.1 This report is to ensure that members of Employment Committee are aware of the council's gender pay gap results before they are posted on the Government portal and the council website.
- 2.2 This report is for Employment Committee to consider under its Terms of Reference No. 2.3.2.6  
*To promote and pursue a policy of equal opportunities in employment.*

### **3. TIMESCALES**

Is this a Major Policy Item/Statutory Plan?	<b>NO</b>	If yes, date for Cabinet meeting	<b>N/A</b>
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### **4. BACKGROUND AND KEY ISSUES**

- 4.1. Since 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. Public sector organisations must calculate their figures on a 'snapshot' date (31 March 2018) and publish results by 30 March 2019.
- 4.2. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. Employers have to publish their gender pay gap data and a written statement on their public-facing website, and report their data on the gov.uk website using the gender pay gap reporting portal.
- 4.3 The results show that the median pay gap has reduced this year from to 4.74% to 3.56% and

the mean gap has also reduced from 8.98% to 7.19% both in favour of men. The workforce profile has changed very slightly from 71.7% female to 72.1% male. The percentage of women in the upper quartile has also increased.

## **5. CONSULTATION**

- 5.1 The results were shared with directors on 06/02/19 and members of the Joint Consultative forum on 11/02/19.

## **6. ANTICIPATED OUTCOMES OR IMPACT**

- 6.1 The council will publish its data on time and in accordance with the statutory obligation set by the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

## **7. REASON FOR THE RECOMMENDATION**

- 7.1 To ensure that the council is compliant with the regulations detailed above.

## **8. ALTERNATIVE OPTIONS CONSIDERED**

- 8.1 Not applicable

## **9. IMPLICATIONS**

### **Financial Implications**

- 9.1 There are no financial implications to this reporting.

### **Legal Implications**

- 9.2 By publishing this data the council has complied with its legal obligations.

### **Equalities Implications**

- 9.3 Analysing this data supports our ongoing objective to ensure neither gender is discriminated against in employment in this council.

## **10. BACKGROUND DOCUMENTS**

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 10.1 Local Government Association Advisory Bulletin number 643, 644, 655

## **11. APPENDICES**

- 11.1 Appendix A - Gender Pay Gap Results report