

PERSONNEL COMMITTEE

Gender Pay Gap Reporting

30 April 2018

Report of the Interim HR Manager

PURPOSE OF REPORT

To enable the Committee to consider the Gender Pay Gap report, and the comparison between figures for 2016/17 and 2017/18.

This report is public.

RECOMMENDATIONS

- (1) That Personnel Committee notes the published gender pay gap report for 2016/17 and the figures provided for 2017/18.

1.0 Introduction

- 1.1 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that organisations with 250 employees or more publish specific figures about their gender pay gap on a snapshot date of 31st March 2017.
- 1.2 The Council has published its figures in line with these regulations, and the published report is included at Appendix A.
- 1.3 The figures published show both the mean and median pay gaps, which are lower than the national averages. The report also clarifies the reasons why figures are at the level they are, specifying the composition of our workforce at various levels.
- 1.4 The Committee should note that the Council has a set of pay grades, each with its own salary range. All employees carrying out the same job are paid within a specific grade, and all employees within each grade benefit equally from progression within the grade, up to the maximum salary payable. Jobs are allocated to specific grades within the Council using the analytical job evaluation scheme the Council currently uses. Both of these approaches ensure that the Council complies with equal pay legislation.

2.0 2017/18 Gender Pay Gap figures

- 2.1 Whilst figures for the 2017/18 year are expected to be published by the end of the current financial year, the Council have calculated figures for the year so that an early comparison can be made. These have not yet been published.
- 2.2 Gender Pay Gap figures for 2017/18 are as follows:
1. Mean Gender Pay Gap +4.60% (compared to +3.96% in 2016/17)
2. Median Gender Pay Gap +12.54% (compared to +15.04% in 2016/17)
- 2.3 These figures, when compared to the figures for 2016/17, show that the mean has increased slightly, which it is expected is mainly due to the appointment of a male in the

Assistant Chief Executive position during the year. The median figure has now decreased, which for the most part is as a result of the standby and callout rates having now been standardised across all service areas within the Council.

3.0 Conclusions

- 3.1 The Council continues to pay its staff in accordance with internal policy and procedure, and complies with employment legislation in ensuring pay rates follow the principle of 'equal pay for work of equal value'.
- 3.2 As specified in the report for 16/17, the primary reasons for the Gender Pay Gaps as reported above are the make-up of our workforce, and in particular that:
- 80% of our manual workforce (i.e. refuse collection and skilled trade staff) are male. Whilst steps can be taken to encourage more female applications for these positions, it should be noted that the Office for National Statistics reports that generally 92% of tradespeople are male.
 - The vast majority of people in our in-house cleaning team are female, and these positions are paid within the Lower Quartile of our grading system.

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing):

There is no impact. Should actions be proposed as a result of this paper, then impact assessments will be carried out in relation to those specific actions.

LEGAL IMPLICATIONS

There are no legal implications arising from this report.

FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces:

There are no resource implications arising from this report. However, should actions be proposed as a result of this report, then it is expected that the Human Resources team would be responsible for progressing those actions, and would need to review capacity when considering timescales alongside other priorities.

SECTION 151 OFFICER'S COMMENTS

The Section 151 Officer has been consulted and has no comments

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no comments.

BACKGROUND PAPERS

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