

Gender Pay Gap Reporting

9th March 2023

Report of the Head of HR and OD

PURPOSE OF REPORT

To enable the Committee to consider the Gender Pay Gap report, and the comparison between figures for 2021 and 2022

This report is public.

RECOMMENDATIONS

- (1) That Personnel Committee notes the gender pay gap report and the figures provided for 2022.**

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 each year.
- 1.2 The Council is due to publish its figures in line with these regulations, and the 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 2022 Gender Pay Gap figures

- 2.1 Gender Pay Gap figures for 2022 are as follows:
1. Mean Gender Pay Gap 7.8% (compared to 8.23% in 2021)
2. Median Gender Pay Gap 11% (compared to 9.48% in 2021)
- 2.2 These figures, when compared to the figures for 2021, show that the mean has decreased slightly and the median figure has increased slightly.
- 2.3 It should also be noted for comparative purposes that the 2022 overall national gender pay gap figures are:

1. Mean Gender Pay Gap 8.3% (compared to 7.7% in 2021)
2. Median Gender Pay Gap 11.3% (compared to 11.8% in 2021)

3.0 Analysis

- 3.1 There are a higher proportion of females in our lower quartile of the data reported which impacts on our pay gap figures.
- 3.2 The vast majority (75%) of employees in our in-house cleaning team (Grade 5) are female, and these positions are paid within the lower quartile. This is historically a female dominated profession and attracts a higher proportion of female applicants.
- 3.3 Also in the lower quartile are our apprentice posts 4 out of 5 of which (80%) are also currently occupied by females. Due to the small number of posts no conclusion is drawn from this high percentage. The previous year these were male dominated roles and so there is no trend for these to be filled by females.
- 3.4 A high proportion (59%) of casual roles (Grade 5) such as catering assistants, general assistants (cleaning) and events staff are also occupied by females. Casual roles are known to be largely attractive to females due to often potential caring and childcare responsibilities falling onto females. Our casual roles allow employees to refuse work when offered if they are not available.

4.0 Conclusion

- 4.1 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'.
- 4.2 The primary reasons for the Gender Pay Gaps as reported above are the make-up of our workforce. Our lower quartile roles are attracting female applicants due to external circumstances and due to historically roles being female dominated in these areas.
- 4.3 The Council has introduced and embedded a number of practices as business as usual, to support and encourage gender pay equality:
 - Family friendly benefits including childcare vouchers and holiday purchase
 - Agile and flexible working offered at all levels supports work/life balance and caring commitments. Evidence suggests that working from home boosts the career progress of women
 - Consideration of part time / jobs shares in a wide variety of roles
 - The Council is committed to paying the real living wage, supporting those in the lowest graded jobs.
 - Active Women's and Wellbeing and Inclusion networks
 - It is recognised that further work is needed to support career development into leadership roles internally. A leadership development programme, currently in development, will support the Council's aim to be a fully-inclusive employer, where all employees are encouraged and supported to be their best at work and should result in further progression opportunities for employees identified as having the potential for leadership.
 - Future organisational change presents us with an opportunity to ensure that these practices are further embedded in structures in the future.

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

Gender Pay Gap Report paper to be published on the council's website 31st March 2023

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