

Title: Gender and Ethnicity Pay Gap Reporting

Lead Officer: Tracy Dolphin tracy.dolphin@warwickdc.gov.uk

Portfolio Holder: Councillors Andrew Day

Wards of the District directly affected: None

Summary

The report presents the mandatory gender pay gap information that must be reported to central government and published on the Warwick District Council website. It also presents the Ethnicity Pay Gap reporting and recommends its publication by the Council.

Recommendations

- (1) That Employment Committee recommend to Council the publication of the Gender Pay Gap reporting as of March 31st 2021 presented in Appendix 1, prior to its publication April 1st 2022.
 - (2) That Employment Committee recommend to the Council the publication of the Ethnicity Pay Gap reporting as of March 31st 2021 presented in Appendix 2.
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1 Background/Information

- 1.1 Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March of each year.
- 1.2 Unlike the gender pay gap, there is no legal requirement for companies to publish their ethnicity pay gap. A recent report by the Commission for Race and Ethnic Disparities recommended that the practice remain voluntary due to a lack of diversity in some parts of the country. A coalition of workers' groups have called for ethnicity pay gap reporting to be made mandatory so employers can better address pay disparities. Warwick District Council has decided voluntarily publishes its ethnicity pay gap data because it believes it's an important step towards ensuring our workforce is diverse, inclusive, and fair for everyone
- 1.3 The WDC gender pay gap reporting figures and the ethnicity pay gap reporting figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data includes the following types of staff: Employees with a contract of employment (part time, full time, permanent and fixed term), Casuals/Workers. A glossary of terms and basis of calculations is included in Appendix 3.
- 1.4 Warwick District Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for

the same or equivalent work, regardless of their sex (or any other characteristic set out above).

1.5 As such it:

- operates job evaluation methodology to grade all jobs, using the Hay Job Evaluation Scheme to ensure that jobs are paid fairly;
- ensures that allowances are awarded fairly and consistently across the Council;
- re-evaluates job roles and pay grades as necessary to ensure a fair structure.

1.6 Warwick District Council is confident that its pay gap does not stem from paying employees differently for the same or equivalent work.

1.7 Transparency is a vital step towards harnessing the power of a diverse workforce. Reporting pay gap information provides employers with an essential foundation on which to identify, and then tackle, any barriers to creating a truly diverse workforce.

2 Alternative Options available

2.6 None considered – it is required by law.

3 Consultation and Members' comments

3.6 The Portfolio Holder has been consulted on the content of this report and supports the recommendations.

4 Implications of the proposal

4.6 Legal/Human Rights Implications

4.6.1 Gender Pay Gap reporting is required by law - the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

4.7 Financial

4.7.1 The adoption of the recommendations will have no direct budgetary implications for the Council.

4.8 Council Plan

4.8.1 In respect of the WDC Business Plan, the report only impacts on the internal elements of People – Effective Staff. In respect of People – Effective Staff, the report recommends publication of the report to support transparency and accessibility.

4.9 Environmental/Climate Change Implications

4.9.1 This report has no direct Environmental/Climate Change implications.

4.10 Analysis of the effects on Equality

4.10.1 This report supports transparency and accessibility of information that is key to supporting the Council's Equality Agenda.

4.11 Data Protection

4.11.1 There are no employee data protection implications of this proposal as the publication and accessibility of this information is required by law.

4.12 Health and Wellbeing

4.12.1 The proposals support the overall wellbeing of staff by ensuring transparency

and accessibility to employment policies and processes.

5 Risk Assessment

- 5.6 Reporting and publishing the attached gender pay gap information is a legal requirement. By complying, this should remove any risk of external challenge to the Council.

6 Conclusion/Reasons for the Recommendations

- 6.6 In accordance with the Equality Act 2010 with effect from 30th March 2018 it is a requirement to report and publish specific gender pay gap information; this is the fourth annual statement.
- 6.7 A Task & Finish group was agreed at O & S July 2020 with the remit to consider 'The Council's approach to equality and diversity, especially with regard to race'. Although this is not a legal requirement, Council decided on 24 June 2020 that "in order to support its consideration of the report and the monitoring of the action plan, the Council requires the publication of relevant annual data, including an Ethnicity Pay Gap report alongside the current Gender Pay Gap report".

Background papers: None

Supporting documents: None

Report Information Sheet

Please complete and submit to Democratic Services with report

Committee / Date	Employment Committee 15 March 2022	
Title of report	Pay Policy Report 2022-23	
Officer / Councillor Approval *required	Date	Name
Ward Members(s)		N/A
Portfolio Holder	3.3.22	Andrew Day
Financial Services *	3.3.22	Mike Snow
Legal Services (*SDC)	3.3.22	Phil Grafton
Other Services		
Chief Executive(s)	3.3.22	Chris Elliott
Head of Services(s)*	3.3.22	Tracy Dolphin
Section 151 Officer	3.3.22	Mike Snow
Monitoring Officer	3.3.22	Phil Grafton
CMT (WDC)		
Leadership Co-ordination Group (WDC)		
Other organisations		
Final decision by this Committee or rec to another Ctee / Council?	Recommendation to Council	
Contrary to Policy / Budget framework?	No	
Does this report contain exempt info/Confidential? If so, which paragraph(s)?	No	
Does this report relate to a key decision (referred to in the Cabinet Forward Plan)?	No	
Accessibility Checked?	Yes	