

 <b>Employment Committee 15.9.20</b>		<b>Agenda Item No. 6</b>
<b>Title</b>	Gender Pay Gap and Ethnicity Pay Gap Reporting	
<b>For further information about this report please contact</b>	Elaine Priestley Senior HR Officer 01926 456682  Tracy Dolphin HR Manager 01926 456350	
<b>Wards of the District directly affected</b>	None	
<b>Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?</b>	No	
<b>Date and meeting when issue was last considered and relevant minute number</b>	September 2019 (Gender Pay Gap reporting)	
<b>Background Papers</b>	None	

<b>Contrary to the policy framework:</b>	Yes/No
<b>Contrary to the budgetary framework:</b>	Yes/No
<b>Key Decision?</b>	Yes/No
<b>Included within the Forward Plan? (If yes include reference number)</b>	Yes/No
<b>Equality &amp; Sustainability Impact Assessment Undertaken</b>	Yes/No (If No state why below)

<b>Officer/Councillor Approval</b>		
<b>Officer Approval</b>	<b>Date</b>	<b>Name</b>
Chief Executive/Deputy Chief Executive	12.8.20	Chris Elliott/Bill Hunt/Andy Jones
Head of Service	12.8.20	Chris Elliott
CMT	12.8.20	As above
Section 151 Officer	12.8.20	Mike Snow
Monitoring Officer	12.8.20	Andy Jones
Finance	12.8.20	Mike Snow
Portfolio Holder(s)	12.8.20	Cllr Day
<b>Consultation &amp; Community Engagement</b>		
Full consultation with Unions		
<b>Final Decision?</b>		Yes/No

<b>Suggested next steps (if not final decision please set out below)</b>
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**1. SUMMARY**

- 1.1 The report presents the mandatory gender pay gap information that must be reported to central government and published on the Warwick District Council website.

**2. RECOMMENDATIONS**

- 2.1 That Employment Committee recommend to Council the publication of the Gender Pay Gap reporting as at March 31<sup>st</sup> 2020 presented in Appendix 1, prior to its publication April 1<sup>st</sup> 2021.
- 2.2 That Employment Committee recommend to Council the publication of Ethnicity Pay Gap reporting as at March 31<sup>st</sup> 2020 presented in Appendix 2.

**3. REASONS FOR THE RECOMMENDATIONS**

- 3.1 In accordance with the Equality Act 2010 with effect from 30<sup>th</sup> March 2018 it is a requirement to report and publish specific gender pay gap information; this is the third annual statement.
- 3.2 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". This information will be provided to this group as part of the information requested for 21.8.20

**4. POLICY FRAMEWORK**

The Council's FFF Strategy is designed to deliver the Vision for the District of making it a Great Place to Live, Work and Visit. To that end amongst other things the FFF Strategy contains several Key projects.

The FFF Strategy has 3 strands – People, Services and Money and each has an external and internal element to it. The table below illustrates the impact of this proposal if any in relation to the Council's FFF Strategy."

FFF Strands		
People	Services	Money
<b>External</b>		
<b>Health, Homes, Communities</b>	<b>Green, Clean, Safe</b>	<b>Infrastructure, Enterprise, Employment</b>
<u>Intended outcomes:</u> Improved health for all Housing needs for all met Impressive cultural and	<u>Intended outcomes:</u> Becoming a net-zero carbon organisation by 2025 Total carbon emissions	<u>Intended outcomes:</u> Dynamic and diverse local economy Vibrant town centres Improved performance/

sports activities Cohesive and active communities	within Warwick District are as close to zero as possible by 2030 Area has well looked after public spaces All communities have access to decent open space Improved air quality Low levels of crime and ASB	productivity of local economy Increased employment and income levels
<b>Impacts of Proposal</b>		
None	None	None
<b>Internal</b>		
<b>Effective Staff</b>	<b>Maintain or Improve Services</b>	<b>Firm Financial Footing over the Longer Term</b>
<u>Intended outcomes:</u> All staff are properly trained All staff have the appropriate tools All staff are engaged, empowered and supported The right people are in the right job with the right skills and right behaviours	<u>Intended outcomes:</u> Focusing on our customers' needs Continuously improve our processes Increase the digital provision of services	<u>Intended outcomes:</u> Better return/use of our assets Full Cost accounting Continued cost management Maximise income earning opportunities Seek best value for money
<b>Impacts of Proposal</b>		
To ensure we are monitoring and reviewing management information associated with effective staffing	None	None

#### 4.2 **Supporting Strategies**

Each strand of the FFF Strategy has several supporting strategies. The People Strategy outlines the future needs of our workforce to enable us to attract, recruit and retain the right people; provide the development they need to allow them to grow and progress; manage potential and plan for the future. The way in which we lead and support our people is key to the successful delivery of quality services. Monitoring data related to pay and management information are key measurements aligned to the People Strategy.

4.3 **Fit for the Future** – The report is not contrary to the aims of the Fit for the Future programme of work.

#### 5. **BUDGETARY FRAMEWORK**

5.1 There is not an impact on the Budgetary Framework.

## 6. **RISKS**

6.1 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.

## 7. **ALTERNATIVE OPTION(S) CONSIDERED**

7.1 None considered – it is required by law

## 8. **BACKGROUND**

8.1 Reporting and publishing the attached gender pay gap information is a legal requirement, this is the second year it has been in place

### 8.2 **Main Statistics from the 31<sup>st</sup> March 2020 Gender Pay Gap Reporting (Appendix 1)**

8.2.1 The WDC gender pay 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.

- The Mean Gender pay gap is 14.32% (a total decrease of 0.98% since 2018).
- The Median Gender pay gap is 15.5% (a total increase of 4.60% since 2018). Females in lower graded roles part time have increased by 16 and at the same time males in these roles have decreased by 10. The Mean Bonus pay has increased by 8.37% an increase from 2019 of 0.29% however the same numbers of males and females received a payment and the Medium bonus payment is 0% difference with both groups receiving £444.
- The proportion of females in the top two pay quartiles is exactly 50%.

8.2.2 Further review of the Ethnicity Pay gap reporting data will be included as part of the Task and Finish group.