

 Employment Committee 3.9.19		Agenda Item No. 6
Title	Gender Pay Gap Reporting	
For further information about this report please contact	Elaine Priestley Senior HR Officer 01926 456682 Tracy Dolphin HR Manager 01926 456350	
Wards of the District directly affected	None	
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?	No	
Date and meeting when issue was last considered and relevant minute number	March 2018	
Background Papers	None	

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

Officer/Councillor Approval		
Officer Approval	Date	Name
Chief Executive/Deputy Chief Executive	24.7.19	Chris Elliott/Bill Hunt/Andy Jones
Head of Service	24.7.19	Chris Elliott
CMT	24.7.19	As above
Section 151 Officer	24.7.19	Mike Snow
Monitoring Officer	24.7.19	Andy Jones
Finance	24.7.19	Mike Snow
Portfolio Holder(s)	21.8.19	Cllr Day
Consultation & Community Engagement		
Full consultation with Unions		
Final Decision?		Yes/No
Suggested next steps (if not final decision please set out below)		

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 and Full Council note the Gender Pay Gap reporting as at March 31st 2019 presented in Appendix 1, prior to its publication April 1st 2020
- 2.3 That the Employment Committee endorses the next steps identified within the Gender Pay Gap Report.

3. REASONS FOR THE RECOMMENDATIONS

- 3.1 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 third annual statement. Whilst the legislation requires reporting of the gender pay gap data it is important to understand and address the underlying causes of the pay gap.

4. POLICY FRAMEWORK

4.1

FFF Strands		
People	Services	Money
External		
Health, Homes, Communities	Green, Clean, Safe	Infrastructure, Enterprise, Employment
<u>Intended outcomes:</u> Improved health for all Housing needs for all met Impressive cultural and sports activities Cohesive and active communities	<u>Intended outcomes:</u> Area has well looked after public spaces All communities have access to decent open space Improved air quality Low levels of crime and ASB	<u>Intended outcomes:</u> Dynamic and diverse local economy Vibrant town centres Improved performance/productivity of local economy Increased employment and income levels
Impacts of Proposal		
None	None	None
Internal		
Effective Staff	Maintain or Improve Services	Firm Financial Footing over the Longer Term
<u>Intended outcomes:</u> All staff are properly trained All staff have the appropriate tools All staff are engaged, empowered and	<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

supported The right people are in the right job with the right skills and right behaviours		earning opportunities Seek best value for money
Impacts of Proposal		
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 31st March 2019 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 14.63% (decrease of 0.4% from 31.3.18)
- The Median Gender pay gap is 10% (decrease of 0.9% from 31.3.18)
- The Mean Bonus pay males and females is largely the same (0.29% from 31.3.18).
- The proportion of males and females in receipt of a 'bonus' was largely the same 14.3% and 13.4%. However, the Median Bonus payment is –284.6% due to males receiving a lower 'bonus'.
- The proportion of females in the top two pay quartiles has increased from just under 50% to 53%.

9. **Conclusion**

- 9.1 **Gender Pay Gap Reporting** – The District Council needs to identify and address, where possible, any reasons for the WDC Gender Pay Gap as part of a longer term strategy that addresses traditional male/female role divisions and increases the opportunities of female representation at senior levels.