

Title: Gender and Ethnicity Pay Gap Reporting 31.3.22
 Lead Officer: Tracy Dolphin tracy.dolphin@warwickdc.gov.uk
 Portfolio Holder: Councillor Jody Tracey
 Wards of the District directly affected: None

Approvals required	Date	Name
Portfolio Holder	16.2.23	Jody Tracey
Finance	9.3.23	Andrew Rollins
Legal Services	-	-
Chief Executive	9.3.23	Chris Elliott
Head of Service(s)	9.3.23	Tracy Dolphin
Section 151 Officer	9.3.23	Andrew Rollins
Monitoring Officer	9.3.23	Andrew Jones
Final decision by this Committee or rec to another Cttee / Council?	Yes/ No Recommendation to: Cabinet / Council Committee	
Contrary to Policy / Budget framework?	No/Yes	
Does this report contain exempt info/Confidential? If so, which paragraph(s)?	No/Yes, Paragraphs:	
Does this report relate to a key decision (referred to in the Cabinet Forward Plan)?	No/Yes, Forward Plan item – scheduled for (date)	
Accessibility Checked?	Yes/No	

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 31 March 2022, presented in Appendix 1, prior to its publication 1 April 2023.
- (2) That Employment Committee recommend to the Council the publication of the Ethnicity Pay Gap reporting as of 31 March 2022 presented in Appendix 2.

1 Reasons for the Recommendation

- 1.1 In accordance with the Equality Act 2010 with effect from 30 March 2018 it is a requirement to report and publish specific gender pay gap information; this is the fifth annual statement.
- 1.2 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".
- 1.3 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) and Casuals/Workers (Appendix 3).
- 1.4 The Mean Gender pay gap is 14.8% (a total decrease of 0.5% 2018 and increase from 13.93% in 2021).
- 1.5 The Median Gender pay gap is 11.9% (a total increase of 1.0% since 2018 but decrease from 15.54% in 2021).
- 1.6 The Mean Bonus pay gap (classed within WDC as honoraria and long service award) is 41% with males receiving a higher mean bonus (Males – 3 honoraria/1 long service; female 2 honoraria/4 long service).
- 1.7 The Median bonus payment (classed within WDC as honoraria and long service) is 106.8% with males receiving a higher median bonus based on the breakdown of male/female in 1.6.
- 1.8 On 31 March 2022, our reported establishment had decreased by sixty-eight (574) – with 22 of these being casuals who had left the establishment.
- 1.9 The percentage of females in the lower quartile had increased by 4.5% and by 1.6% in the lower middle quartile.
- 1.10 The proportion of females in the top two pay quartiles is 46.4% slightly under

the 48.5% that it was on 31 March 2021.

- 1.11 The data provided is at 31st March 2022, (the requirement to produce this data is always 1 year previous). Based on the new I-Trent reporting we are now in a position to prepare more timely the information as of 31st March 2023.
- 1.12 The new Equalities Diversity and Inclusion (EDI) Business Partner (appointed Dec 2022) will support further analysis and actions as part of the review of the EDI strategy. It should be noted, that addressing the underlying causes of a gender pay and ethnicity pay gap as well as developing an effective action plan, is an ongoing and iterative process, and the data should not be reviewed in isolation. This is significant related to the points made in Appendix 2 Ethnicity Pay gap (2.4) where, as of 31.3.22, 48% of employees had not declared, resulting in a proviso on how effective the data is to use in any review. Time is required to both consider in detail the approach to adopt, and to refine the content as well as consider comparative data to be able to benchmark best practice both internally and externally.
- 1.13 We continue to promote and review the benefits of working for Warwick District Council through our 'family friendly' policies, schemes and training, for example maternity 'pay back' scheme withdrawn; health and well-being scheme; agile working; continued development of flexible working options that support effective work life balance; development opportunities including an increased promotion of 'work apprenticeship' training.

2 Alternative Options

- 2.1 None considered - the Gender Pay Gap reporting and publishing is required by law and the Ethnicity Pay Gap publishing has been requested by Council.

3 Legal Implications

- 3.1 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.

4 Financial

- 4.1 There is not an impact on the budgetary implications of the Council.

5 Business Strategy

- 5.1 Warwick District Council has adopted a Business Strategy which sets out key areas for service delivery. The proposal will assist the Council to better achieve these outcomes by ensuring effective workforce planning linked to our Equalities, Diversity and Inclusion agenda.

6 Environmental/Climate Change Implications

- 6.1 This report has no direct Environmental/Climate Change implications.

7 Analysis of the effects on Equality

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

8 Data Protection

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

9 Health and Wellbeing

- 9.1 The proposals support the overall wellbeing of staff by ensuring transparency

and accessibility to data and related actions.

10 Risk Assessment

10.1 Agreeing and publishing Gender Pay Gap Report is a legal requirement. By complying, this should remove any risk of external challenge to the Council.

11 Consultation

11.1 Engagement with the Senior Leadership Team and Unison has taken place with support for the further review.

Background papers:

None

Supporting documents:

None