

Title: Gender and Ethnicity Pay Gap Reporting - Addendum

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

Portfolio Holder: Jody Tracey

Public report

Wards of the District directly affected: None

Contrary to the policy framework: No

Contrary to the budgetary framework: No

Key Decision: No

Included within the Forward Plan: No

Equality Impact Assessment Undertaken: No

Consultation & Community Engagement: Yes

Final Decision: Yes

Accessibility checked: Yes

Officer/Councillor Approval

| Officer Approval | Date | Name |
|---------------------------------------|---------|----------------|
| Chief Executive | 13.3.23 | Chris Elliott |
| Programme Director for Climate Change | 13.3.23 | Dave Barber |
| Section 151 Officer | 13.3.23 | Andrew Rollins |
| Portfolio Holder(s) | 13.3.23 | Jody Tracey |

1. Addendum

1.1. This addendum is as a result of a formula error on the reports produced to provide the data for the gender pay gap reporting and Appendix 1. This has been reviewed for all other areas of the report to ensure accuracy.

1.2. The risk of not providing this addendum is that the information provided in Appendix 1 as part of recommendation (1) will be incorrect.

- (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.

1.3 Changes to the covering report:

1.4 The Mean Gender pay gap is ~~14.8%~~ **12.87%** (a total decrease of ~~0.5%~~ **2.43%** 2018 and increase ~~decrease~~ from 13.93% in 2021).

1.6 The Mean Bonus pay gap (classed within WDC as honoraria and long service award) is ~~41%~~ **29.06%** 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%~~ **51.64%** with males receiving a higher median bonus based on the breakdown of male/female in 1.6.

1.4 **Changes to Appendix 1**

2.3

| | Year | Gender Pay Gap |
|----------------------|------|---------------------------------|
| Mean Hourly rate | 2022 | 14.80% 12.87% |
| Mean Bonus Payment | 2022 | 41% 29.06% |
| Median Bonus Payment | 2022 | 106.8% 51.64% |

3.1 There is an ~~14.80%~~ **12.87%** pay gap between the mean hourly rate for Male employees and Female employees on 31st March 2022.

The Council's mean gender pay gap has decreased by ~~0.5%~~ **2.43 %** from 15.3% since 2018.

Our mean gender pay gap is lower than the national average of 14.9% by ~~0.1%~~ **2.03%**.

3.3 In terms of mean bonuses, Females employees earn less (£483.60) than Male employees (£911). The gap is ~~106.8%~~ **51.64%** in favour of male employees.

5.0 The Mean Gender pay gap is ~~14.8%~~ **12.87%** (a total year decrease of **2.43%** ~~0.5%~~ since 2018).

The Mean Bonus pay gap has increased to ~~41%~~ **29.06%** with more females receiving a bonus than males however the Median bonus payment gap is ~~106.8%~~ **51.64%** with males on average receiving a higher amount.

6.0 At Warwick District Council the gender pay gap for the mean hourly rate decreased by ~~0.5%~~ **2.43%**

7.0

| Description | Mean | Median |
|--------------------------|-------------------------------------|-------------|
| Warwick District Council | 14.8 12.87 (2022) | 11.9 (2022) |

1.5 **Appendix 1a**

Changes to the associated graphs as per amendments to data as highlighted in Appendix 1.