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**TITLE: GENDER PAY REPORTING**

Committee: Resources and Finance Committee

Date: 18 June 2018

Author: Nicole Pema, HR Manager

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1.0 ISSUE

1.1 To provide the Committee with some measurable data on gender pay at the Council.

2.0 RECOMMENDATION(S)

2.1 It is recommended that the Committee notes the content of the information report.

3.0 BACKGROUND

3.1 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

3.2 For the purposes of gender pay reporting, the definition of who counts as an employee is set out in the regulations and follows the definition in the Equality Act 2010. This is known as an extended definition which includes casual employees as well as some self-employed people.

3.3 There are six calculations to carry out, and the results must be published on the employer's website and a government website within 12 months.

3.4 As the Council has fewer than 250 employees, we are not required to comply with the regulations but Members have requested some measureable data to be provided on gender pay. For the purposes of this report, only two of the six figures have been calculated – (1) mean gender pay gap in hourly pay and (2) median gender pay gap in hourly pay; and calculations are based only on employees on the Council's establishment.

4.0 FINDINGS

4.1 The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. Mean is the difference between the average of men's and women's pay. Median is the difference between the midpoints in the ranges of men's and women's pay.

4.2 As at 31 March 2018, the women's mean hourly rate is 4.9% lower than men's. In other words when comparing mean hourly rates, women earn £0.95 for every £1 that men earn.

- 4.3 As at 31 March 2018, the women's median hourly rate is 12.1% lower than men's. In other words when comparing median hourly rates, women earn £0.88 for every £1 that men earn.
- 4.4 Members of the Committee requested some data to compare the Council's gender pay gap against other local authorities, see Table 1 below.

Table 1: Gender Pay Gap Comparison

| Local Authority                       | 31/03/2017               |                            | 31/03/2018               |                            |
|---------------------------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|                                       | Women's Mean Hourly Rate | Women's Median Hourly Rate | Women's Mean Hourly Rate | Women's Median Hourly Rate |
| East Cambridgeshire District Council  | 7.7%<br>LOWER            | 10.3%<br>LOWER             | 4.9%<br>LOWER            | 12.1%<br>LOWER             |
| South Cambridgeshire District Council | 4.9%<br>HIGHER           | 17.1%<br>HIGHER            | -                        | -                          |
| Fenland District Council              | 6.3%<br>LOWER            | 0%<br>LOWER                | -                        | -                          |
| Cambridge City Council                | 3.9%<br>LOWER            | 8.2%<br>LOWER              | -                        | -                          |
| Cambridgeshire County Council         | 13%<br>LOWER             | 18%<br>LOWER               | -                        | -                          |
| Huntingdonshire District Council      | 3.5%<br>LOWER            | 0.8%<br>HIGHER             | -                        | -                          |

- 4.5 Employers with more than 250 staff will be required to publish their gender pay gap information as at the snapshot date of 31 March 2018, but currently this information is not available.

#### 5.0 FINANCIAL IMPLICATIONS/EQUALITY IMPACT ASSESSMENT

- 5.1 There are no costs associated with this report.
- 5.2 An Equality Impact Assessment (EIA) is not required.

#### 6.0 APPENDICES

None

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**Background Documents**

Gender Pay Gap Reporting: Make  
your calculations – GOV.UK

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

Salary data for the Council's  
workforce as at 31/03/18

**Location**

Room 118, The  
Grange,  
Ely

**Contact Officer**

Nicole Pema  
HR Manager  
(01353) 616325

E-mail:

[nicole.pema@eastcambs.gov.uk](mailto:nicole.pema@eastcambs.gov.uk)