
GENDER PAY REPORTING

Committee: Resources and Finance Committee

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Author: Nicole Pema, HR Manager

[S62]

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 31st March 2017, the Council's mean gender pay gap was 7.7% and the median gender pay gap was 10.3%.

- 4.3 The positive percentage figure (which almost all organisations are likely to have) reveals that overall female employees have lower pay than male employees.
- 4.4 As reported in the Guardian in April 2017, nationally the government has put the gender pay gap at 18.1%.
- 4.5 Of the 20 organisations that have currently published results on the government website, the average mean gender pay gap is 9.2% (the highest at 33.1%) and the average median gender pay gap is 8.3% (the highest at 38.4%).

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

<u>Background Documents</u>	<u>Location</u>	<u>Contact Officer</u>
Gender Pay Gap Reporting: Make your calculations – GOV.UK www.acas.org.uk/genderpay	Room 118, The Grange, Ely	Nicole Pema HR Manager (01353) 616325 E-mail: nicole.pema@eastcambs.gov.uk
Salary data for the Council's workforce as at 31/03/17 www.theguardian.com/society/2017/apr/06/gender-pay-gap-law-could-have-significant-impact-say-experts		
www.gender-pay-gap.service.gov.uk		