



EAST STAFFORDSHIRE BOROUGH COUNCIL

REPORT COVER SHEET

Title of Report:	Gender Pay Gap Report
Meeting of:	Cabinet
Date:	12 th March 2018
Is this an Executive Decision:	NO
Is this a Key Decision:	NO
Is the Report Confidential:	NO
If so, please state relevant paragraph from Schedule 12A LGA 1972:	n/a
<p>Essential Signatories:</p> <p>ALL REPORTS MUST BE IN THE NAME OF A HEAD OF SERVICE</p> <p>Monitoring Officer: Angela Wakefield</p> <p>Date Signature</p> <p>Chief Finance Officer: Sal Khan</p> <p>Date Signature</p>	

EAST STAFFORDSHIRE BOROUGH COUNCIL

Report to Cabinet

Date: 12th March 2018

REPORT TITLE: Gender Pay Gap Report
PORTFOLIO: Chief Executive
HEAD OF SERVICE: Chief Executive
CONTACT OFFICER: Linda McDonald Ext. No. x1577
WARD(S) AFFECTED: n/a

1. Purpose of the Report

1.1. To discuss and present the Gender Pay Gap Information

2. Background

2.1. The Equality Act (Specific Duties and Public Authorities) Regulations 2017 requires us to publish our Gender Pay Gap Information. The snapshot date for the information contained in this report is at 31st March 2017, and this must be published on our website by 30th March 2018, and annually thereafter.

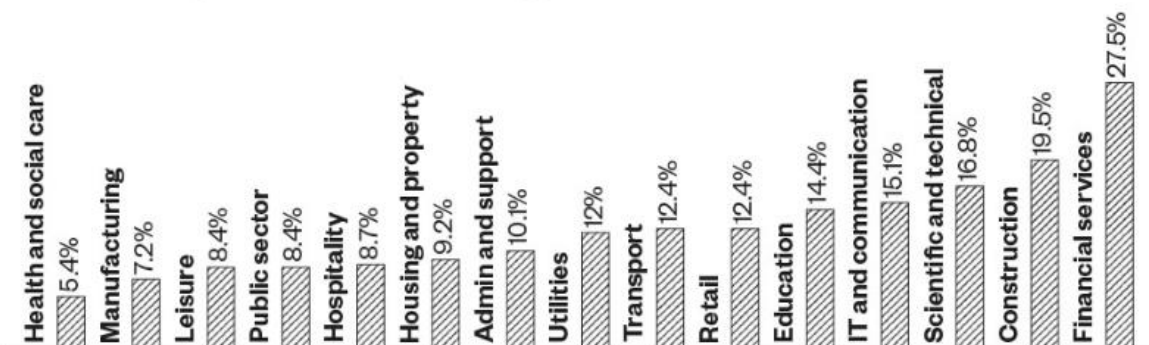
2.2. The legislation comes from the Government's commitment to remove barriers to equality. It is intended as a tool for assessing levels of equality in the workplace and male and female participation. It is a legal requirement for us to publish the gender pay data.

2.3. The gender pay gap data we are required to publish is the:

- mean gender pay gap
- median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment

- The proportion of males and females in each quartile pay band.
- 2.4. In producing the data there is an extended definition of who counts as an employee. It includes employees (with a contract of employment); contractors and some self-employed people. The information has been produced from the Council's payroll system along with some information from the Creditors system.
 - 2.5. The gender pay gap shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings.
 - 2.6. Much of the national commentary has focussed on barriers to women in the workplace, and the 'glass ceiling' including part time work that has traditionally been lower paid, with typically a higher proportion women work part time than men.
 - 2.7. Other factors affecting the gender pay gap include stereotypical pay for some occupations/professions for example in construction and financial services, as demonstrated by the following graph:

Mean gender pay gap for hourly pay



SOURCE: PEOPLE MANAGEMENT ANALYSIS OF FIRST 570 GENDER PAY GAP REPORTEES

3. Contribution to Corporate Priorities

3.1. Value for Money Council Services

4. Report

4.1. Our results are as follows:

4.1.1 Table 1

	Mean hourly rate	Median hourly rate
Male	£11.96	£10.32
Female	£11.72	£11.03
Gender Pay Gap	2.01%	-6.88%

4.1.2 Bonus: Nil. No one at ESBC receives any bonus pay.

4.1.3 Table 2

	Male	Female
Upper Quartile	43.80 %	56.20%
Upper Middle Quartile	34.43%	65.57%
Lower Middle Quartile	58.68%	41.32%
Lower Quartile	40.16%	59.84%

4.2. The positive figure of mean (2.01%) reveals that overall female employees have lower pay than male employees.

4.3. However the negative figure of (-6.88%), the median average, at the middle of the organisation shows that male employees have a lower pay rate than female employees at the middle of the organisation.

4.4. The size of our pay gap indicates that there are no significant issues to deal with. This compares favourably with early reports from the public sector.

4.5. Participation in ESBC overall workforce is 55.65% Female and 44.35% Male. Within each quartile the workforce is diverse and representative of both genders; with part time and casual workers presenting themselves in each quartile.

4.6 ESBC carried out Job Evaluation and implemented Single Status for pay grades in 2008, and the integrity of the pay model has been maintained since then.

4.7 Our employment policies around flexible working are progressive, these were enhanced as part of the 2008 pay review. Our homeworking and family leave policies have continued to be reviewed and improved. 2017/2018 actions have included the following relevant policy reviews: Equal Opportunities in Employment; Dignity at Work; Recruitment and Selection Guidance; Flexible Working Hours Scheme; Family Friendly Provisions; Homeworking; and Maternity Scheme updated.

4.8 Benefits have included retention of female employees returning from maternity leave. In 2016/17 80% returned to work from maternity leave, and 40% submitted flexible working requests which were accepted. In 2017/18 to date 100% have returned, or have agreed return dates, from maternity leave and

66.67% of these returners have submitted flexible working requests and had them agreed. This includes those in line management positions.

4.9.1 The following actions are suggested for 2018/19:

4.9.1 Analysis of recruitment proportions to men and women by occupation to reveal if there are any underlying trends so that we can identify any steps to narrow the gender pay gaps, and maybe attract a wider pool of potential recruits for some occupational areas that may favour one gender.

4.9.2 Career and talent development: Review proportions of men and women requesting and taking up post entry training and apprenticeships.

4.9.3 Increased homeworking opportunities made available with the accommodation move

5. Financial Considerations

This section has been approved by the following member of the Financial Management Unit: *Lisa Turner*

5.1 There are no financial issues arising from this Report.

6. Risk Assessment and Management

6.1. The main risks to this Report and the Council achieving its objectives are as follows:

6.2. **Positive** (Opportunities/Benefits):

6.2.1. Results show there should be no concern about any reputational issues as a result of reporting the gender pay gap information.

6.3. **Negative** (Threats):

6.3.1. Risk of noncompliance with the reporting requirement (not applicable as we will meet the required publication target).

6.4. The risks do not need to be entered in the Risk Register.

7. Legal Considerations

This section has been approved by the following member of the Legal Team: Angela Wakefield

7.1. The main legal issues arising from this Report are as follows:

Compliance with the Equality Act (Specific Duties and Public Authorities) Regulations 2017, by the timely publication of our data.

8. Equalities and Health

8.1. **Equality impacts:** The subject of this Report is not a policy, strategy, function or service that is new or being revised. An equality and health impact assessment is not required.

7.11 **Health impacts:** The outcome of the health screening question does not require a full Health Impact Assessment to be completed.

9. Human Rights

9.1. There are no Human Rights issues arising from this Report.

10. Sustainability (including climate change and change adaptation measures)

10.1. Does the proposal result in an overall positive effect in terms of sustainability (including climate change and change adaptation measures) N/A

11. Recommendation(s)

11.1. To discuss and approve data and narrative for publication.

12. Background Papers

12.1. Employment Policies:
Homeworking;
Equal Opportunities in Employment;
Dignity at Work;
Recruitment and Selection Guidance;
Flexible Working Hours Scheme;
Flexible Working Policy;
Family Friendly Provisions;
Maternity Scheme.