

BRECKLAND DISTRICT COUNCIL

Report of: Sam Chapman Allen - Deputy Leader Breckland Council
Phil Adams- Shared Executive Manager for Public Protection and People

To: Full Council 22nd February 2018

Author: Neil Fordham, Payroll & HR Systems Manager

Subject: Gender Pay Gap Statement 31 March 2017

Purpose: To report findings of Gender Pay Gap (GPG) Statement as at 31 March 2017,

Recommendation(s):

- 1) That the Gender Pay Gap Statement is approved.

1.0 BACKGROUND

- 1.1 Employers with 250 employees or more are now required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017. The regulations require all employers to report their Gender Pay Gap annually, publishing on a national Government website as well as the organisations website. The Gender Pay Gap Information Regulations apply to employers in the Public and Private sector.
- 1.2 The regulations apply to all employers with 250 or more employees on the "snapshot" date. The "snapshot" date for the public sector is 31st March each year. Therefore, the authority is required to publish its gender pay gap for each year on the BDC website and on a Government website, no later than 30th March of the following year. So for the snapshot date of March 2017, the findings must be published no later than 30th March 2018
- 1.3 The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. It has been estimated that the under-utilisation of women's skills costs the UK economy 1.3 - 2% of GDP annually, and that eradicating the full-time gender pay gap would contribute additional spending into the economy of £41b each year
- 1.4 It is important to note that gender pay reporting is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference in the average pay between all men and women in a workforce.
- 1.5 **Breckland Results – What it tells us**
 - 1.5.1 The full results, by way of answers to the 6 statutory questions required, are attached in the Gender Pay Gap Statement (Appendix A) as of 31st March 2017. Appendix B gives further detail behind our main executive summary.

- 1.5.2 According to the Office of National Statistics (ONS), taken from the Annual Survey of Hours and Earnings 2017, the Gender Pay Gap nationally was 18.4%. Specifically for 'Local government administrative occupations' there was a 15.9% Gender Pay Gap.
- 1.5.3 For Breckland the Gender Pay Gap is 22% which is slightly higher than the national figure. Using the mean hourly rates there is a difference of £4.05 between men and women (women being the lower). Due to the low national reporting rate to date, we are currently unable to benchmark ourselves against similar organisations.
- 1.5.4 The gender composition of our workforce which, at the 'snap-shot' date was made up of 74.07% female and 25.93% male. The majority of our lower paid quartile are female in roles which are traditionally female dominated, i.e. our contact centre and ARP service areas, where we offer a wide range of flexible working patterns, part-time hour roles.
- 1.5.5 Corporate management team is made up of 75% Females and 25% Males. Executive Management Team is a 50/50 split of males and females.

2.0 OPTIONS

- 2.1 A Gender Pay Gap Statement must be published. However, summary comments within the report may be amended or removed. It is a requirement to publish the results; commentary is optional.
- 2.2 Do nothing

3.0 REASONS FOR RECOMMENDATION(S)

- 3.1 To comply with legal requirements within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

4.0 EXPECTED BENEFITS

- 4.1 It is a legal requirement to ensure that an employer with over 250 employees publishes a Gender Pay Gap Statement

5.0 IMPLICATIONS

5.1 Constitution & Legal

- 5.1.1 It is a legal requirement to ensure that the Authority has a Gender Pay Gap Report and that this is published no later than 30 March 2018.

5.2 Financial

- 5.2.1 None

5.3 Staffing

- 5.3.1 None

5.4 Stakeholders / Consultation / Timescales

- 5.4.1 None

5.5 Corporate Priorities

5.5.1 The pay decisions are made with the intention of supporting the Councils' corporate priority of providing the right services, at the right time, in the right way by ensuring the recruitment of high calibre individuals are in place to help deliver the corporate vision.

5.6 Equality and Diversity/Human Rights

5.6.1 The pay decisions made are fair, equitable and transparent.

5.7 Risk Management

5.7.1 It is a legal requirement to ensure that the Authority has a Gender Pay Gap Report and that this is published by 30 March 2018.

6.0 WARDS/COMMUNITIES AFFECTED

6.1 It is the opinion of the Report Author that there are no areas within the community which will be affected by the recommendation

7.0 ACRONYMS

7.1 GPG: Gender Pay Gap

Background papers:- None

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Key Decision: No

Exempt Decision: No

This report refers to a Non-Mandatory Service

Appendices attached to this report:

Appendix A: Gender Pay Gap Statement

Appendix B: Executive Summary