

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 18 APRIL 2018

REPORT BY THE INTERIM HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT

GENDER PAY GAP

WARD(S) AFFECTED: None

Purpose/Summary of Report

- Members are invited to consider the council's gender pay gap report

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	The Council's gender pay gap report 2017 be noted
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1.0 Background

1.1 In 2017 the government introduced legislation that made it statutory for organisations with 250 or more employees to report on their gender pay gap by 30 March 2018 and annually thereafter.

1.2 The data the council is required to provide includes mean and median pay gaps; mean and median bonus gaps; the proportion of male and female employees who received bonuses; and the proportion of male and female employees in each pay quartile.

1.3 The gender pay gap shows the difference in average pay

between all men and women in the workforce. The gender pay gap is different from 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.

2.0 Report

2.1 The council's gender pay gap report for 2017 can be found at **Essential Reference Paper 'B'**. This was published on both the council and government websites on 14 March 2018.

2.2 As can be seen in the report, the council's mean gender pay gap is 8.46% and the median gender pay gap is 16.96%. There is no bonus pay gap as the council does not make bonus payments.

2.3 The council's gender pay gap compares favourably with that of the UK as a whole as well as within the public sector. The gender pay gap for all employees (full and part-time) in the UK in 2017 was 17.4% (mean) or 18.4% (median) while in the public sector it is 17.7% (mean) or 19.4% (median).

2.4 We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. The council is in an unusual position in that the gender pay gap is not due to less women working in more senior roles than men but because at the lower grades there is a much higher percentage of women than men.

2.5 71% of the council's workforce is female so women outnumber men in every pay quartile. However, the fact that there is a greater proportion of men in the upper pay quartiles compared with lower pay quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles, has an impact on our gender pay gap. If the council were to employ more men in the lower pay quartiles,

while keeping the overall number of staff constant, this would act to reduce the gender pay gap.

- 2.6 As a result the council has prioritised the following areas for action:

Recruitment

We will explore how we can attract more men into the council to create a more even gender balance, given that we have more women than men at every level of our organisation, including the leadership team.

Flexible working

We will continue to actively encourage flexible working across the council, in every role, at every level, to ensure that employees have the opportunity to balance their career aspirations with caring responsibilities.

Breaking down gender stereotypes

We will try to dispel gender stereotypes about traditionally “male” or “female” areas of work within the council, for example by promoting positive case studies within the council and through working with local secondary schools regarding career opportunities.

3.0 Implications/Consultations

- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper ‘A’**.

Background Papers - None

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