

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 3 OCTOBER 2018

REPORT BY HEAD OF HUMAN RESOURCES AND ORGANISATIONAL  
DEVELOPMENT

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GENDER PAY GAP ACTION PLAN

WARD(S) AFFECTED: NONE

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**Purpose/Summary of Report**

- To outline the gender pay gap detailed action plan following the publication of the council's gender pay gap data in March 2018

**RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:**

**That:**

<b>(A)</b>	<b>the gender pay gap action plan is noted</b>
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1.0 Background

1.1 Following a change in legislation in 2017, the council published its gender pay gap data in March 2018 for the first time.

1.2 The council's mean gender pay gap is 8.46% and the median gender pay gap is 16.96%. 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.

2.0 Report

2.1 In the published gender pay gap report, the council 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.

2.2 A detailed action plan for each of these areas has been developed, please see **Essential Reference Paper ‘B’**.

### 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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