

East Herts Council Report

Human Resources Committee

Date of meeting: Tuesday 6 February 2024

Report by: Elly Starling – Head of Human Resources and Organisational Development

Report title: Gender Pay Gap Report 2023

Ward(s) affected: N/A

Summary – For members to consider the Gender Pay Gap Report which is presented annually.

RECOMMENDATIONS FOR Human Resources Committee

a) To consider the Gender Pay Gap report and provide any comments to the HR Officer/Head of HR and OD.

1.0 Proposal(s)

1.1 To present the Gender Pay Gap Report to members and receive any comments.

2.0 Background

2.1 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. East Herts Council published its first gender pay gap report in March 2018.

3.0 Reason(s)

- 3.1 As set out in paragraph 2.1 the Council is required to publish its gender pay gap report annually. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings.
- 3.2 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.
- 3.3 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.
- 3.4 This is East Herts Council's report for the required snapshot date of 31 March 2023.
- 3.5 The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

4.0 Risks

- 4.1 Failure to publish the pay gap report may result in a breach of statutory requirements.

5.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

The data shows that East Herts Council employs a diverse workforce with some areas of overrepresentation. A full analysis of Equalities data including action planning is undertaken in the Annual Equalities Report which will also reflect 2021 census data that is now available. This will be presented at the June '24 committee.

Environmental Sustainability

No

Financial

No

Health and Safety

No

Human Resources

No

Human Rights

No

Legal

Yes The Council are required to publish this information.

Specific Wards

No

6.0 Background papers, appendices and other relevant material

6.1 Appendix A – Gender Pay Gap Report

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