

East Herts Council Report

Human Resources Committee

Date of meeting: 5th February 2025

Report by: Joseph Dumont – Executive Member for Corporate Services

Report title: Gender Pay Gap Report 2024

Ward(s) affected:

Summary – This report sets out the outcome of the Gender Pay Gap report 2024, reports progress on last year's action plan and outlines new actions for this year.

RECOMMENDATIONS FOR Human Resources Committee:

- a) To note the Gender Pay Gap Report 2024
- b) To consider the action plan 25/26, adding further suggestions where appropriate

1.0 Proposal(s)

1.1 The Committee is invited to note the significant reductions in both the mean and median gender pay gaps for 2024 and to acknowledge the efforts that contributed to this progress.

1.2 The Committee is encouraged to provide feedback and additional recommendations on the proposed actions to further reduce the gender pay gap in the upcoming years.

2.0 Background

2.1 Both the mean and median gender pay gaps at the council have reduced this year which is positive news. The mean gender pay gap has dropped by 3 percentage points and the median gender pay gap reduced by 10 percentage points, when compared to 2023.

2.2 Please see the attached report for full details and the action plan for 25/26.

3.0 Reason(s)

3.1 The Council is committed to promoting equity and addressing its gender pay gap as part of its broader equality and diversity strategy.

3.2 Reducing the gender pay gap contributes to the Council's reputation as an inclusive employer and helps attract and retain a diverse workforce.

4.0 Options

4.1 The Committee to note the progress made and adopt the proposed actions for 2025/26.

4.2 The Committee to propose additional measures or amendments to the action plan to accelerate the reduction of the gender pay gap.

5.0 Risks

5.1 Failure to address the gender pay gap could harm the Council's reputation as an equitable employer and reduce staff morale and retention.

6.0 Implications/Consultations

6.1

Community Safety

No impact.

Data Protection

Yes, ensuring compliance with data protection regulations when implementing changes such as blind CVs in the ATS.

Equalities

Yes, significant impact on gender equity and broader diversity considerations.

Environmental Sustainability

No

Financial

No direct financial impact identified.

Health and Safety

No

Human Resources

Yes, critical to embedding actions to reduce the gender pay gap and promoting inclusivity across the workforce.

Human Rights

Yes, directly linked to equity and fairness in employment practices.

Legal

No direct legal implications identified.

Specific Wards

No

7.0 Background papers, appendices and other relevant material

7.1 Gender Pay Gap Report 2024

Contact Member

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