

Gender pay gap reporting

Purpose

1. The purpose of this item is to present the gender pay gap data and report required to be published on behalf of Wiltshire Council for the reference date of 31st March 2017.

Background

2. Gender pay gap reporting came into effect from April 2017 and requires organisations with 250 or more employees to publish and report specific figures about their gender pay gap – the difference between the average earnings of men and women, expressed relative to men’s earnings.
3. These obligations have been introduced alongside the public-sector equality duty’s (PSED) existing publishing requirements for public bodies where some gender pay information has previously been published as part of the annual equality and diversity workforce statutory monitoring report.
4. Public Sector organisations must publish a set of figures via the government’s online reporting service each year. For Wiltshire Council, the figures must be based on the reference date of the 31st March to be published by the 30th March the following year.
5. The set of figures required include:
 - mean gender pay gap in hourly pay
 - median gender pay gap in hourly pay
 - mean bonus gender pay gap
 - median bonus gender pay gap
 - proportion of males and females receiving a bonus payment
 - proportion of males and females in each pay quartile
6. These figures must also be published on the council’s external website to ensure accessibility to employees and the public, and must remain for a period of 3 years from the publication date.
7. A narrative in the form of a report can be included to support the data (see attached appendix 1) can be published.
8. All relevant employees are included in the data. However, agency workers and those contracted via a service company are not included.

9. For schools, it is the governing body that is responsible for publishing gender pay gap data if they have more than 250 employees. As a result of this, the majority of schools are not affected by the obligations

Key findings

10. The key findings following the analysis of workforce data are as follows:

Mean & Median data*	
Mean pay gap	7.81%
Mean hourly rate for males	£14.13
Mean hourly rate for females	£13.31
Median pay gap	5.36%
Median hourly rate for males	£12.68
Median hourly rate for females	£12.00

*The Office of National Statistics (ONS) Annual Survey of Hours and Earnings, October 2017 states the national mean as 17.4% and median at 18.4%

Bonus Payments (long service awards)	
Mean bonus gender pay gap	0.00%
Median bonus gender pay gap	0.00%
Proportion of males receiving a bonus payment	0.59%
Proportion of females receiving a bonus payment	0.53%

Quartile data		
	Males	Females
Lower quartile	28.46%	71.54%
Lower middle quartile	28.72%	71.28%
Upper middle quartile	27.69%	72.31%
Upper quartile	36.37%	63.63%

11. The gender pay gap report (attached at appendix 1) contains further narrative in relation to these results.

Environmental Impact of the proposal

12. None.

Equalities impact of the proposal

13. None.

Risk Assessment

14. None

Financial Implications of the proposal

15. None

Recommendations

16. It is recommended that:

- Staffing policy committee note the contents of the gender pay gap report and the obligations placed on the council with regards to the publishing of gender pay gap data.

Joanne Pitt
Director - HR&OD

Report author: Laura Fisher, HR Pay & Reward Consultant

Appendix 1 – Gender Pay Gap Report