

Staffing Policy Committee
11 March 2021

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 31 March 2020.

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.
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 31 March to be published by 30 March the following year. Due to the impact of the covid pandemic, the EHRC recently announced a six month extension to the deadline for employers to report their gender pay gap data this year. The council will aim to report its gender pay gap figures by 30 March as usual.
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. The figures required by the government cover the mean and median gender pay gap figures. The mean provides an average figure which can capture where men and women are in terms of earning distributions and the labour market. The median provides a mid-point figure which is not affected by extreme values including, small numbers of very high or low hourly pay rates.

7. 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.
8. A narrative in the form of a report is usually published to support the data and this year the format for this has been revised into a new info-graphic format (see attached) which will be published. This type of format has been adopted by many other organisations and it is hoped that the shorter and more visual style of the report will make it more accessible and engaging.
9. All relevant employees are included in the data. Agency workers and contractors are not included.
10. For schools, the governing body 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

11. The key data and proposed actions are set out in the gender pay gap info graphic report attached.
12. The report notes that the median rate has decreased slightly this year and the mean rate has increased and explains the reasons for this in the section under gender pay gap changes.
13. The action plan included in last year's report contained actions to continue to promote flexible working and family friendly policies and to promote senior female role models as part of an international women's day in March, and this work continues to take place. We also continue to monitor a variety of data related to female staff to help us understand if further action is required which may have an impact on the gender pay gap, including: starters and leavers by pay quartiles, access to training opportunities and apprenticeships, and take up of flexible working and family friendly policies. This data will continue to be monitored as part of the new inclusion and diversity strategy.
14. The council is committed to reducing the gender pay gap and improving inclusion, diversity and accessibility, and providing equality of opportunity for all. This has been identified as a priority under the Council's Organisational Recovery programme, with a workstream focused on strategic development of this area, and ensuring links are made between this and other workstreams under the programme. Inclusion has also been identified as a key element of 'Our identity' at the council and this reflects that inclusion and equality underpin the services which the council delivers to the community and sets out expectations about how all staff are expected to work to deliver our vision of building stronger communities.
15. As part of this work the council is in the process of producing a new inclusion strategy which will include actions to improve inclusion, diversity and accessibility for all staff and which we hope will also have a positive impact on our gender pay

gap in support of the actions identified in last year's gender pay gap report which are included in the report.

16. It is positive that the council's gender pay gap continues to be well below the national gender pay gap and public sector gender pay gap, however it is recognised that we have a lower percentage of women in the upper salary quartile and that this has decreased slightly further this year. There are likely to be a variety of reasons for this including social factors, some of which may be outside the council's sphere of control or influence. The council is not complacent and will continue to monitor the figures and take the actions indicated on the infographic report.

Environmental Impact of the proposal

17. None.

Equalities impact of the proposal

18. None.

Risk Assessment

19. None

Financial Implications of the proposal

20. None

Recommendations

21. It is recommended that Staffing Policy Committee note the contents of the gender pay gap infographic report and action plan and the obligations placed on the council with regards to the publication of gender pay gap data.

Joanne Pitt
Director - HR&OD

Report author: Catherine Coombs, HR Consultant – Diversity and Inclusion