

Gender pay gap reporting

Purpose

1. 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 2021.

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 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 be published on the council’s external website to ensure accessibility to employees and the public. They must remain on the website for a period of 3 years from the publication date.
7. A narrative in the form of a report is published on the website to support the data and as with previous years, this will also include an infographic format to ensure that the data is engaging.
8. All employees meeting the requirements of the legislation are included in the data. Agency workers and those contracted via a service company are not included.
9. For schools, the governing body is responsible for publishing gender pay gap data if they have more than 250 employees.

Key findings

10. The key data and proposed actions are set out in the gender pay gap infographic report (appendix 1).
11. The action plan included in last year's report, contained actions to develop a new inclusion and diversity strategy, launch a reverse mentoring pilot and to encourage and promote participation/membership of our staff networks. The strategy has been launched, the reverse mentoring programme started last year and continues, including pairing senior male leaders with more junior female staff, and the Women's Network has successfully launched with over 100 members and continues to grow.
12. The council is committed to reducing the gender pay gap and improving inclusion, diversity and accessibility and a number of actions have been identified this year. Specifically, the council has sponsored two female delegates from predominantly male service areas to attend the Stepping Up 2022 diversity leadership programme and continues to promote learning and development opportunities to groups of staff that are under-represented at senior level. HR will be using insight from this report and others to support services to address any specific issues. The council will continue to raise awareness and support for female specific issues through the staff network and wider communication and training channels.
13. The council has also become a lifetime partner of Includability, an inclusive jobs board and we continue to promote a range of flexible working options to encourage the recruitment, retention and promotion of women, particularly to support those with caring or childcare responsibilities.
14. The gender pay gap report notes that both the mean and median pay gaps have increased this year. This is due to a decrease in male staff, a greater proportion of who were in the lowest quartile. The significant reduction of male staff in the lower quartile is the result of redundancies following the closure of City Hall in Salisbury, which employed proportionately more men than the overall average. In addition, the ceasing of a number of casuals and variable hours contracts predominantly in Leisure with a greater percentage of men than the overall average, has impacted on the lower quartiles.
15. The council has a lower percentage of women in the upper salary quartile compared with our workforce demographics, however, the number of females in this quartile has increased slightly this year.
16. Positively, the council's gender pay gap is lower than the national gender pay gap and public sector gender pay gap. However, 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
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Appendix 1 Gender Pay Gap Infographic Report