

Staffing Policy Committee
01 March 2023

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 2022.

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 of March to be published by the 30th of 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 continue to implement the Inclusive workforce strategy, continue the reverse mentoring pilot programme and sponsor two female delegates to attend the Stepping Up 2022 leadership programme. Work to implement the inclusive workforce strategy has continued; feedback on the reverse mentoring programme was very positive and this has now been rolled out to the rest of the organisation; and we have two female employees currently in the process of completing the Stepping Up programme.
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 is looking to review our recruitment and internal promotions process and our flexible working policies and create opportunities for women and other under-represented groups to take up mentoring and leadership development.
13. HR&OD 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 networks and wider communication and training channels.
14. The gender pay gap report notes that both the mean and median pay gaps have decreased this year. The mean hourly rate for men has seen a more significant decrease compared to that of women, and this has largely been caused by new Leisure centres being transferred to the council, which employ a larger proportion of men in lower paid roles. The median hourly rate has risen slightly for both men and women.
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.

Tamsin Kielb
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Appendix 1 Gender Pay Gap Infographic Report