

CYNGOR SIR POWYS COUNTY COUNCIL

**County Council
12th July 2018**

REPORT AUTHOR: County Councillor James Evans, Portfolio Holder for Corporate Governance, Housing and Public Protection

SUBJECT: Question from County Councillor Matthew Dorrance

Data published by Powys County Council shows it pays women 10.7% less per hour than men.

What action will the administration take to ensure women workers are paid the same rate of pay as men?

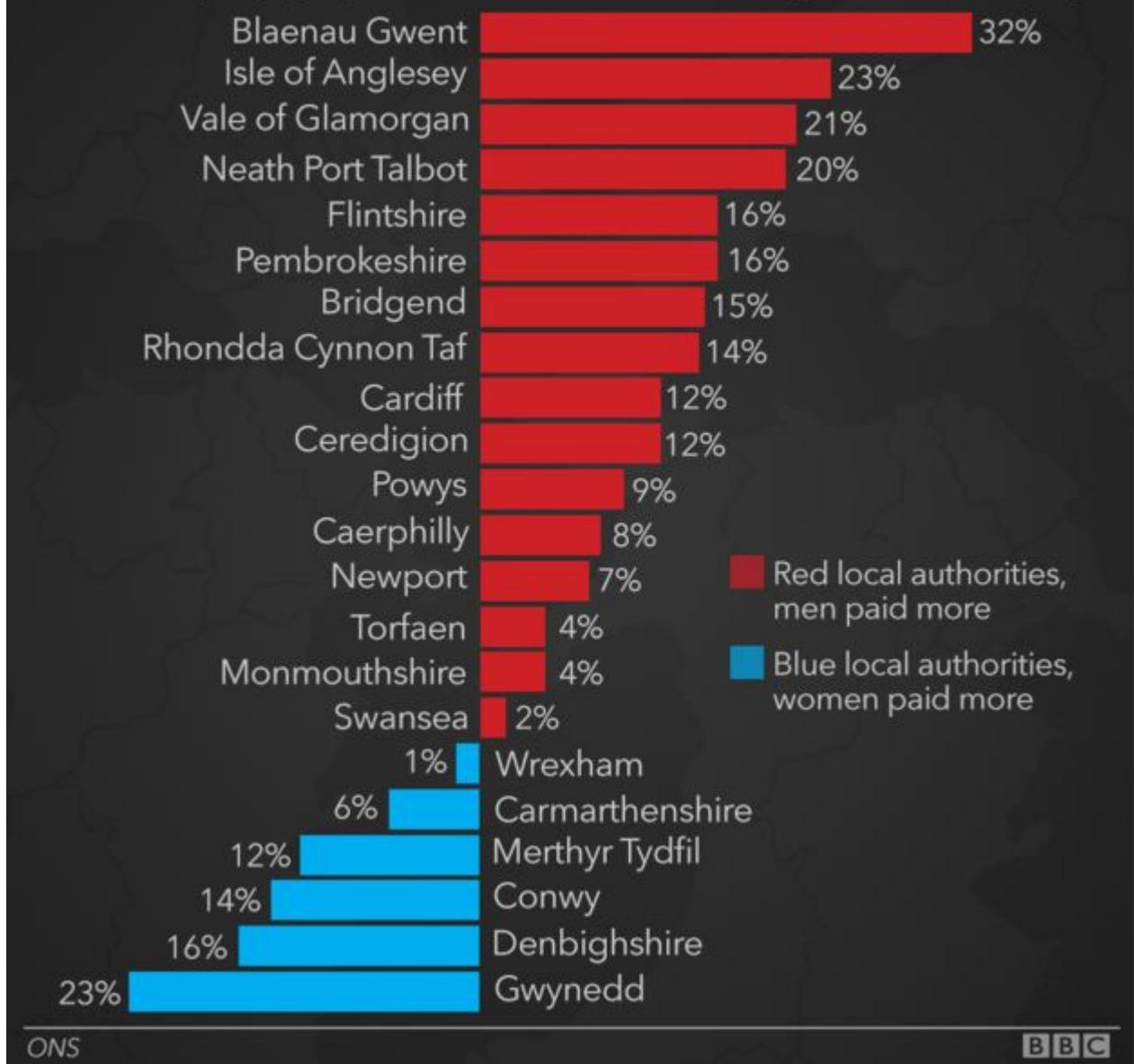
Response

The Council has a mean gender pay gap of 10.72% (average) and a median (middle) gender pay gap of 10.22%. In response to this finding, a report entitled "Gender Pay Gap Reporting" was presented to Informal Cabinet dated 8 May 2018.

It is important to note that our Gender Pay Gap is not the result of the Council failing to pay men and women equally. In 2013, the Council finalised the completion of its Single Status terms and conditions that codified employee terms and conditions to ensure equality for all employees covered by the agreement. In accordance with Single Status, all job roles in the Council were evaluated using HAY or NJC methodology, which in turn means that each job role has a job grade, with an established starting salary. This goes a considerable way to achieving equality in relation to pay.

What is of considerable importance is the fact that we have more women in lower paid jobs than we do men and this is mostly due to the distribution of male and female employees across the organisation – this of course means that female average pay is lower than men. This is quite typical of the UK local government workforce. Further to this, according to the Office for National Statistics, Wales as a country has the biggest gender pay gap in the UK. The gender pay gap across Welsh local authorities is as follows:

Gender pay gap, % difference, hourly full time pay



As an Authority, we will need to analyse our data carefully to determine which grade or level has the biggest gender pay gap as well as analysing gender composition and retention at different levels and in different occupations. We have a number of policies in place to work to achieving a balanced and representative workforce across the organisation although the Council will need to develop and publish a gender pay action plan and it is submitted that the following areas should be addressed in the action plan:

- Actively encouraging the recruitment and retention of female employees into senior and chief officer roles
- Attracting more diverse candidates by ensuring that job adverts have gender-neutral language and that jobs are advertised as flexible (e.g. suitable for part-time working, job-sharing, agile, etc.), as far as reasonably possible

- Provide appropriate support to staff with caring responsibilities (it is estimated by the Chartered Institute of Personnel & Development that there are currently two million people in the UK who are not working because they have caring responsibilities – 89% of the two million are women).