

**CYNGOR SIR POWYS COUNTY COUNCIL.**

**Cabinet  
30 April 2019**

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**SUBJECT: Gender pay gap reporting**

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**Briefing Paper**

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**1. Summary**

- 1.1 This report highlights the mandatory gender pay gap figures before they are published in line with statutory requirements and the proposed line of action supporting the gender pay objective in the Council's 2016-20 Strategic Equality Plan. The gender pay gap figures and narrative will be translated and published on the Council's web site.

**2. Background and Additional Information**

- 2.1 The aim of the public sector equality duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. It is an integral and important part of the mechanisms for ensuring the fulfilment of the aims of the Equality Act 2010. The duty ensures that equality considerations are built into the design of policies, the delivery of services and that they are kept under review. This will achieve better outcomes for all.
- 2.2 The Council has undergone a process of Job Evaluation, whereby the posts that people perform have been compared to ensure that people are paid fairly and equally. Furthermore, work around single status and the council's adoption of the principles of the Living Wage have contributed to addressing the issue.

However, robust research and statistics across Wales, the UK and Europe show, that overall women are paid less than men, and less favourably than a number of other European countries. The underlying reasons for this are often quite complex and not necessarily addressed through processes such as Job Evaluation which do promote like-for-like pay, but do not address other issues such as part time and flexible working. To address this, the Welsh regulations require all public sector bodies to set a gender pay objective, or to reasonably justify why one has not been set.

- 2.3 As part of the public sector equality duty a listed body in Wales must:

- when drawing up equality objectives, have due regard to the need to have objectives that address the causes of any difference in pay between employees who share particular protected characteristics and those who do not, if it appears reasonably likely that the reason for the difference is related to the fact that those employees share a protected characteristic.
- make appropriate arrangements to identify and collect information about differences in pay, and the causes of any such differences, between employees who have a protected characteristic and those who do not. This information must be published as appropriate.

2.3 A listed body in Wales must in regard to pay differences:

i) publish an equality objective in relation to addressing any **gender pay difference** identified or publish reasons why it has not done so; and

ii) publish an action plan in respect of gender pay, setting out:

- any policy it has that relates to the need to address the causes of any gender pay difference;
- any gender pay equality objective it has published (including any revisions). Where it has identified a gender pay difference amongst its staff, but has not published an equality objective to address the causes of that pay difference, the action plan must set out the reasons for not doing so; and
- a statement about the steps it has taken or intends to take to fulfil its gender pay objective and how long it expects to take.

#### 2.4 **Mandatory gender pay gap reporting – guidance**

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

Employers must both:

- publish their gender pay gap data and a written statement on their public-facing website; and
- report their data to government online - using the gender pay gap reporting service.

### **3. 16-20 Strategic Equality Plan**

- 3.1 Currently the Authority has the following objective in its 16-20 Strategic Equality Plan:

'We will review and consider the 2017 Gender Pay Gap figures and produce an action plan to assist in reducing the gap'

The gender pay figures are a key step in delivering this action.

We will review and consider the 2017 Gender Pay Gap figures and produce an action plan to assist in reducing the gap as part of the March 2019/20 light review for the final year of the Strategic Equality Plan.

The gender pay gap figures and narrative in section 4 of this report will be translated and uploaded on to the Council's website.

### **4. Mandatory gender pay gap reporting**

- 4.1 The Council's gender pay figures as of the 31st March 2018 are presented in the appendix attached.

- 4.2 It is to be noted that the Council has improved its mean gender pay gap by 8.6% (from 10.72% to 9.80%) and its median gender pay gap by 7.2% (from 10.22% to 9.48%) since the last report on 8 May 2018, which looked at pay data on 31<sup>st</sup> March 2017.

#### **Proposal**

- 4.3 The report and proposal will be presented to Cabinet and the Executive Management Team to note the gender pay figures and the publication of the figures with the proposed following written statement.

*'The Council believes in creating a diverse and gender balanced workforce which reflects the residents and communities we serve.*

*The Council had, in 2018, a mean gender pay gap of 9.80 per cent (average) and a median (middle) gender pay gap of 9.48 per cent.*

*This represents improvements of 8.6 per cent in the mean gender pay gap and 7.2 per cent in the median gender pay gap over the previous 12 months.*

*We believe in job opportunities for everybody regardless of gender, and will challenge ourselves to be more inclusive as a public organisation. We want to create a truly inclusive culture and will be honest about the issues we and others face in our day to day work.*

*We are committed to a rigorous assessment and competency-based approach that ensures all appointments and internal promotions are made solely on the basis of merit, and are demonstrated against objective and non-discriminatory criteria.*

*There is still much work to do and our report highlights the degree of challenge that we face. However, the Council is fully committed to closing the gender pay gap.*

*The graphic, set out as the appendix to this report, shows clearly the:*

- *mean gender pay gap in hourly pay;*
- *median gender pay gap in hourly pay; and*
- *pay quartiles.*

*The Council does not operate a bonus pay scheme and there is no data consequently on which to report.'*

## **5. Options Considered / Available**

- 5.1 Setting a gender pay objective is a statutory requirement.

## **6. Preferred Choice and Reasons**

- 6.1 n/a

## **7. Impact Assessment**

- 7.1 Is an impact assessment required? No.

## **8. Corporate Improvement Plan**

- 8.1 The Council's guiding principles are based on the well-being of future generations and are fully incorporated within Vision 2025 and the Council's Corporate Improvement Plan.

The Council's guiding principles:

- Long-term - balancing short-term needs with the need to safeguard the ability to also meet;
- Prevention - putting resources into preventing problems occurring or getting worse;
- Integration (cross-cutting) - considering how the Council's priorities may impact upon one another, on the well-being goals and on the priorities of other public bodies;
- Collaboration - working together with other partners to deliver the Council's priorities; and
- Involvement (communications and engagement) - involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area.

**9. Local Member(s)**

- 9.1 The public sector equality duty is applicable to all areas of the county as well as the Council's duty as one of the largest employers in the county of Powys.

**10. Other Front Line Services**

- 10.1 Does the recommendation impact on other services run by the Council or on behalf of the Council? Yes

The appropriate services have been involved with the report.

**11. Executive Management Team**

- 11.1 EMT will consider and note the proposal and figures. The statutory requirement is to publish this information by the end of March 2019.