

**REPORT TO: EXECUTIVE AND COUNCIL**  
**Date of Meeting: Executive – 12 March 2019**  
**Council – 16 April 2019**  
**Report of: City Solicitor & Head of Human Resources**  
**Title: Gender Pay Gap Report**

**Is this a Key Decision?**

No

**Is this an Executive or Council Function?**

Council

**1. What is the report about?**

- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report.
- The Act requires that an authority must report on the following information: (see Appendix 1)
  - Their mean gender pay
  - Their median gender pay gap
  - Their mean bonus gender pay gap
  - Their median bonus gender pay gap
  - Their proportion of males receiving a bonus payment
  - Their proportion of females receiving a bonus payment
  - Their proportion of males and females in each quartile pay band
- Calculations:
  - Mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
  - Median average involves listing all of the numbers in numerical order. The median is the middle figure.
- Exeter City Council does not operate any bonus schemes.
- The relevant or snapshot date is the key date on which the calculations must be made. The relevant date is 31<sup>st</sup> March 2018. It is also the date from which an employer has a year to publish their gender pay report.

**2. Recommendations:**

This report will be reviewed annually to track the relationship between both females and males earnings.

The Council will publish its Gender Pay Gap Report on the Exeter City Council website, as well as on the centrally held database on gov.uk.

## Findings and Observations

- The average rate of pay for females is higher than males across the Council. This goes entirely against the national trend reported by the office for National Statistics which shows the gender pay gap for full time workers in 2017 is entirely in favour for men.
- The difference has increased since last year from 0.8% to 2.25%.
- There are 3x more males in the lower quartile of earnings than females.

### **3. Reasons for the recommendation:**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report.

### **4. What are the resource implications including non-financial resources:**

There are no new resource implications created as a result of the revisions to the Gender Pay Gap Report.

### **5. Section 151 Officer comments:**

There are no financial implications for Council to consider within this report.

### **6. What are the legal aspects?**

The Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 requires local authorities who employ over 250 or more employees to produce a gender pay gap report to compare the difference in pay between females and males.

### **7. Monitoring officer Comments**

This report raises no issues of concern to the Monitoring Officer

### **8. Report Details:**

The relevant date for the Gender Pay Gap Report is 31<sup>st</sup> March 2018. The results of the report need to be published before 31<sup>st</sup> March 2019.

### **9 How does the decision contribute to the Council's Corporate Plan?**

The attached Statement supports a well run Council and our compliance with statute.

### **10 What risks are there and how can they be reduced?**

There are no new implications arising from the recommendations.

### **11 What is the impact of the decision on equality and diversity; health and wellbeing; safeguarding children, young people and vulnerable adults, Economy safety and the environment?**

Although not directly connected to the gender pay gap the principles of equal pay are integral to this report and applied consistently within the pay and reward frameworks adopted by Exeter City Council. The definition of Equal Pay is:

- Like work where the woman and the man are doing the same job
- Work rated as equivalent where the 2 jobs are different but have been evaluated by the employer's job evaluation scheme at the same level/grade
- Work of equal value where the jobs are different but an argument is made that both jobs should be regarded as being of equal value or worth.

**12 Are there any other options?**

No.

**City Solicitor & HR**

**Originator: David Knight, HR Transactional Services Manager**

**Local Government (Access to Information) Act 1972 (as amended)**

**Background papers used in compiling this report:**

None

Contact for enquiries: Democratic Services (Committees), Room 2.3, (01392) 265115

Appendix 1

**1. Gender Pay Report (31<sup>st</sup> March 2018)**

**Results (hourly rates to 3 decimal places)**

Mean Female Pay	£13.049
Mean Male Pay	£12.763
Mean Gender Pay Gap	-2.25%

Median Female Pay	£11.740
Median Male Pay	£10.570
Median Gender Pay Gap	-11.07%

Mean Female Bonus Pay	£0.00
Mean Male Bonus Pay	£0.00
Mean Gender Pay Gap	0.0%

Median Female Bonus Pay	£0.00
Median Male Pay	£0.00
Median Gender Pay Gap	0.0%

Number of Females receiving Bonus Pay	0
Number of Males receiving Bonus Pay	0
Proportion of Females receiving Bonus Pay	0.0%
Proportion of Males receiving Bonus Pay	0.0%

Quartile	Female	Male
Lower	25.6%	74.40%
Lower Middle	45.51%	54.49%

Upper Middle	61.31%	38.69%
Upper	45.24%	54.76%