

## REPORT TO EXECUTIVE

Date of Meeting: 11 February 2020

## REPORT TO COUNCIL

Date of Meeting: 25 February 2020

Report of:

The City Solicitor & Head of HR

Title: Gender Pay Gap Report

Is this a Key Decision?

No

\* One that affects finances over £1m or significantly affects two or more wards. If this is a key decision then the item must be on the appropriate forward plan of key decisions.

Is this an Executive or Council Function?

Council

1. What is the report about?

1.1 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.

1.2 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

1.3 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.

1.4 Exeter City Council does not operate any bonus schemes.

1.5 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 2019. 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.
  - The difference has increased since last year from 2.25% to 5.25%.
  - There are over 2.5 times 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.
    - Compare the difference in pay between females and males.
  7. Monitoring Officer's comments:  
The Council continues to buck the national trend with average rate of pay for females being higher than males across the Council.
  8. Report details:  
The relevant date for the Gender Pay Gap Report is 31<sup>st</sup> March 2019. The results of the report need to be published before 31<sup>st</sup> March 2020.
  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. Equality Act 2010 (The Act)
    - 11.1 Under the Act's Public Sector Equalities Duty, decision makers are required to consider the need to:
      - eliminate discrimination, harassment, victimisation and any other prohibited conduct;
      - advance equality by encouraging participation, removing disadvantage, taking account of disabilities and meeting people's needs; and
      - foster good relations between people by tackling prejudice and promoting understanding.
    - 
    - 11.2 In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.
    - 11.3 In making decisions the authority must take into account the potential impact of that decision in relation to age, disability, race/ethnicity (includes Gypsies and Travellers), sex

and gender, gender identity, religion and belief, sexual orientation, pregnant women and new and breastfeeding mothers, marriage and civil partnership status in coming to a decision.

11.4 In recommending this proposal no potential impact has been identified on people with protected characteristics as determined by the Act because:

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. Carbon Footprint (Environmental) Implications:  
No direct carbon/environmental impacts arising from the recommendations.

13. Are there any other options?  
No

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Local Government (Access to Information) Act 1972 (as amended)  
Background papers used in compiling this report:-  
None

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