

Equality Impact Assessment: *Gender Pay Gap Report*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

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.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive – 06/02/2024 Council – 20/02/2024	Gender Pay Gap	(1) That the report be noted with the following Findings and Observations:	n/a

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<ul style="list-style-type: none"> • the average rate of pay for females is higher than males across the Council; • the mean average difference has decreased since last year from 3.91% to 2.91%; • the median average difference has decreased since last year from 10.42% to 9.71%; and • there are nearly 3 times more males in the lower quartile of earnings than females. <p>(2) That the Council will publish its Gender Pay Gap Report on the Exeter City Council website, and on the centrally held database on gov.uk.</p> <p>(3) This report will be reviewed annually to track the relationship between both females and males earnings.</p>	

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very

little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	n/a	Low	For information
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	n/a	Low	For information
Sex/Gender	n/a	Low	For information
Gender reassignment	n/a	Low	For information
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	n/a	Low	For information
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	n/a	Low	For information
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	n/a	Low	For information
Pregnancy and maternity including new and breast feeding mothers	n/a	Low	For information
Marriage and civil partnership status	n/a	Low	For information

Actions identified that will mitigate any negative impacts and/or promote inclusion
n/a

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Date: 11/12/2023