

Public Document Pack



Democratic Services
White Cliffs Business Park
Dover
Kent CT16 3PJ

Telephone: (01304) 821199
Fax: (01304) 872453
DX: 6312
Minicom: (01304) 820115
Website: www.dover.gov.uk
e-mail: democraticservices@dover.gov.uk

4 March 2019

Dear Councillor

NOTICE IS HEREBY GIVEN THAT a meeting of the **SCRUTINY (POLICY AND PERFORMANCE) COMMITTEE** will be held in the Council Offices at these Offices on Tuesday 12 March 2019 at 6.00 pm when the following business will be transacted.

Members of the public who require further information are asked to contact Rebecca Brough on (01304) 872304 or by e-mail at democraticservices@dover.gov.uk.

Yours sincerely

A handwritten signature in dark ink, appearing to be "Nicky", written over a horizontal line.

Chief Executive

Scrutiny (Policy and Performance) Committee Membership:

M I Cosin (Chairman)
P J Hawkins (Vice-Chairman)
T A Bond
M R Eddy
R J Frost
J M Heron
P D Jull
M J Ovenden
M Rose
D A Sargent

AGENDA

1 **APOLOGIES**

To receive any apologies for absence.

2 **APPOINTMENT OF SUBSTITUTE MEMBERS**

To note appointments of Substitute Members.

3 **DECLARATIONS OF INTEREST** (Page 4)

To receive any declarations of interest from Members in respect of business to be transacted on the agenda.

4 **MINUTES**

To confirm the Minutes of the meeting of the Committee held on 13 November 2018, 4 December 2018, 15 January 2019 and 12 February 2019 (to follow).

5 **PUBLIC SPEAKING**

Please note that in accordance with the agreed Protocol for Public Speaking at Overview and Scrutiny, the right to speak only applies to agenda item 11.

The right of the public to speak does not apply to the following agenda items: Apologies, Appointment of Substitute Members, Declarations of Interest, Minutes, the Forward Plan, the Scrutiny Work Programme, any agenda item that is not accompanied by a written report and items that are exempt business.

Members of the public wishing to speak must register to do so by no later than 2.00 pm on the second working day before the meeting.

6 **DECISIONS OF THE CABINET RELATING TO RECOMMENDATIONS FROM THE SCRUTINY (POLICY AND PERFORMANCE) COMMITTEE**

The following decisions were taken by the Cabinet at its meeting held on 4 March 2019 in respect of recommendations from the Scrutiny (Policy and Performance) Committee:

- Grant of Easement Over Matthews Close Ditch, Deal

7 **ISSUES REFERRED TO THE COMMITTEE BY COUNCIL, CABINET, SCRUTINY (COMMUNITY AND REGENERATION) COMMITTEE OR ANOTHER COMMITTEE**

There are no items for consideration.

8 **ITEMS CALLED-IN FOR SCRUTINY OR PLACED ON THE AGENDA BY A MEMBER OF THE COMMITTEE, ANY INDIVIDUAL NON-EXECUTIVE MEMBERS OR PUBLIC PETITION**

(a) Items placed on the agenda by a Member of the Committee or any individual Non-Executive Member

Any individual Councillor may request that a matter is placed on the agenda of one of the Council's Overview and Scrutiny Committees by providing Democratic Support with notice of the matter prior to the agenda being published.

There are no items for consideration.

(b) Items the subject of Call-In

Executive Decisions may be called-in by the Chairman or Spokesperson of the Scrutiny (Policy and Performance) Committee or any three non-executive

members.

There are no items for consideration.

(c) Public Petition

There are no items for consideration.

9 **NOTICE OF FORTHCOMING KEY DECISIONS** (Pages 5 - 10)

It is intended that Members should use the Notice of Forthcoming Key Decisions to identify topics within the remit of the Committee for future scrutiny.

10 **SCRUTINY WORK PROGRAMME** (Pages 11 - 15)

It is intended that the Committee monitor and prioritise its rolling work programme.

11 **GENDER PAY GAP REPORT** (Pages 16 - 19)

To consider the attached report of the Chief Executive (Head of Paid Service).

Access to Meetings and Information

- Members of the public are welcome to attend meetings of the Council, its Committees and Sub-Committees. You may remain present throughout them except during the consideration of exempt or confidential information.
- All meetings are held at the Council Offices, Whitfield unless otherwise indicated on the front page of the agenda. There is disabled access via the Council Chamber entrance and a disabled toilet is available in the foyer. In addition, there is a PA system and hearing loop within the Council Chamber.
- Agenda papers are published five clear working days before the meeting. Alternatively, a limited supply of agendas will be available at the meeting, free of charge, and all agendas, reports and minutes can be viewed and downloaded from our website www.dover.gov.uk. Minutes are normally published within five working days of each meeting. All agenda papers and minutes are available for public inspection for a period of six years from the date of the meeting.
- If you require any further information about the contents of this agenda or your right to gain access to information held by the Council please contact Rebecca Brough, Democratic Services Manager, telephone: (01304) 872304 or email: democraticservices@dover.gov.uk for details.

Large print copies of this agenda can be supplied on request.

Declarations of Interest**Disclosable Pecuniary Interest (DPI)**

Where a Member has a new or registered DPI in a matter under consideration they must disclose that they have an interest and, unless the Monitoring Officer has agreed in advance that the DPI is a 'Sensitive Interest', explain the nature of that interest at the meeting. The Member must withdraw from the meeting at the commencement of the consideration of any matter in which they have declared a DPI and must not participate in any discussion of, or vote taken on, the matter unless they have been granted a dispensation permitting them to do so. If during the consideration of any item a Member becomes aware that they have a DPI in the matter they should declare the interest immediately and, subject to any dispensations, withdraw from the meeting.

Other Significant Interest (OSI)

Where a Member is declaring an OSI they must also disclose the interest and explain the nature of the interest at the meeting. The Member must withdraw from the meeting at the commencement of the consideration of any matter in which they have declared a OSI and must not participate in any discussion of, or vote taken on, the matter unless they have been granted a dispensation to do so or the meeting is one at which members of the public are permitted to speak for the purpose of making representations, answering questions or giving evidence relating to the matter. In the latter case, the Member may only participate on the same basis as a member of the public and cannot participate in any discussion of, or vote taken on, the matter and must withdraw from the meeting in accordance with the Council's procedure rules.

Voluntary Announcement of Other Interests (VAOI)

Where a Member does not have either a DPI or OSI but is of the opinion that for transparency reasons alone s/he should make an announcement in respect of a matter under consideration, they can make a VAOI. A Member declaring a VAOI may still remain at the meeting and vote on the matter under consideration.

Note to the Code:

Situations in which a Member may wish to make a VAOI include membership of outside bodies that have made representations on agenda items; where a Member knows a person involved, but does not have a close association with that person; or where an item would affect the well-being of a Member, relative, close associate, employer, etc. but not his/her financial position. It should be emphasised that an effect on the financial position of a Member, relative, close associate, employer, etc OR an application made by a Member, relative, close associate, employer, etc would both probably constitute either an OSI or in some cases a DPI.



Notice of Forthcoming Key Decisions

[This updated version of the Notice supersedes all other versions issued in previous months]

Publication Date: 1 March 2019

Notice of Forthcoming Key Decisions which will be made on behalf of the Council

Key Decisions 2018/19	Item	Date of meeting at which decision will be taken by Cabinet (unless specified otherwise)	Head of Service	Portfolio Holder
1	Neighbourhood Plans	June 2013 and ongoing (see entry)	Regeneration & Development	Built Environment
2	Review of Tenancy Strategy and Tenancy Policy	This item has been withdrawn	Strategic Housing	Housing & Homelessness
3	Review of Local Plan	(i) 1 March 2017; (ii) 1 October 2018; and (iii) June/July 2019	Regeneration & Development	Built Environment
4	Property Acquisitions	Ongoing (decisions to be taken by Portfolio Holder for Corporate Resources and Performance or Strategic Director (Corporate Resources))	Finance & Housing	Corporate Resources & Performance
5	To consider an options appraisal and feasibility study for Tides Leisure & Indoor Tennis Centre and seek approval to progress to the detailed design phase	2 July 2018	Assets & Building Control	Property Management & Environmental Health
6	Dover Waterfront Masterplan Area Action Plan	This decision will now be incorporated into the Local Plan Review	Regeneration & Development	Built Environment
7	Planning Enforcement Plan	10 September 2018	Regulatory Services	Environment, Waste & Health
8	Representations on the Thanet District Council Local Plan	This decision will be taken by the Leader of the Council	Regeneration & Development	Leader of the Council
9	To seek approval for public consultation on the draft Sandwich Walled Town Conservation Area Appraisal	3 June 2019 and date to be confirmed	Regeneration & Development	Built Environment
10	Hackney Carriage and Private Hire vehicles - access for wheelchair users	20 May 2019	Regulatory Services	Access & Licensing
11	Development of a social lettings agency	This item has been withdrawn	Strategic Housing	Housing & Homelessness
12	Approval of project to develop housing to be occupied on an interim basis by homeless households	14 May 2018	Strategic Housing	Housing & Homelessness

Key Decisions 2018/19	Item	Date of meeting at which decision will be taken by Cabinet (unless specified otherwise)	Head of Service	Portfolio Holder
13	To seek Cabinet approval for public consultation on draft Upper Deal Conservation Area Character Appraisal	1 April/20 May 2019 and date to be confirmed	Regeneration & Development	Built Environment
14	Letting of the café/restaurant on Deal Pier	Decision taken by the Portfolio Holder for Property Management and Environmental Health	Assets & Building Control	Property Management & Environmental Health
15	Aylesham Village Expansion – Acquisition of third-party land	1 April/20 May 2019	Regeneration & Development	Corporate Resources & Performance
16	Statement of Community Involvement	14 May and 10 September 2018	Regeneration & Development	Built Environment
17	Dover District Council Local Development Scheme	14 May 2018	Regeneration & Development	Built Environment
18	Kent Environment Strategy	14 May 2018	Assets & Building Control	Environment, Waste & Health
19	Transfer of Freehold of Sandwich Guildhall	2 July 2018	Assets & Building Control	Property Management & Environmental Health
20	Sandwich Historical Boatyard	Decision taken by the Leader of the Council on 15 June 2018	Assets & Building Control	Leader of the Council
21	To decide on requirements for a new Public Spaces Protection Order following public consultation	2 July 2018	Regulatory Services	Environment, Waste & Health
22	To consider the cessation of cash and cheque transactions at Council Offices	This item has been withdrawn	Finance & Housing	Corporate Resources & Performance
23	Creation of a local property company	5 November 2018	Finance & Housing	Corporate Resources & Performance
24	Contaminated land strategy	2 July 2018	Regulatory Services	Property Management & Environmental Health
25	Consideration of pest control provision	Decision taken by the Director of Governance on 28 November 2018	Regulatory Services	Property Management & Environmental Health
26	Award of contract for Kearsney Abbey café building extension	Decision taken by the Portfolio Holder for Property Management and Environmental Health	Assets & Building Control	Property Management & Environmental Health

Key Decisions 2018/19	Item	Date of meeting at which decision will be taken by Cabinet (unless specified otherwise)	Head of Service	Portfolio Holder
27	Catering provision at Kearsney Abbey and Russell Gardens	1 April 2019	Operational Services	Property Management & Environmental Health
28	Award of contract for landscape and listed structure repairs at Kearsney Abbey	4 February 2019	Parks & Open Spaces	Property Management & Environmental Health
29	To consider the delimitation of Hackney Carriage vehicles	1 October 2018	Regulatory Services	Access & Licensing
30	Award of contract for the refurbishment of Norman Tailyour House	Decision taken by Director of Finance, Housing and Community on 23 November 2018	Assets & Building Control	Property Management & Environmental Health
31	Deed of Variation to the Aylesham Development Agreement	1 April/20 May 2019	Regeneration & Development	Built Environment
32	To approve arrangements for the implementation and delivery of infrastructure for a Bus Rapid Transit System connecting Whitfield to Dover town centre	May/June 2019	Inward Investment	Access & Licensing
33	Redevelopment of William Muge and Snelgrove Houses site, Dover	1 October 2018	Assets & Building Control	Property Management & Environmental Health
34	Grant scheme for commercial property renovations in Dover, Deal and Sandwich high streets	10 September 2018	Finance	Corporate Resources & Performance
35	Approval of Kearsney Abbey café 'Changing Places' facility and contingency fund for café/landscape improvements	10 September 2018	Operational Services	Property Management & Environmental Health
36	Lease of Historic Boatyard, The Quay, Sandwich	5 November 2018	Assets & Building Control	Leader of the Council
37	Acceptance of grant and allocation of funding for restoration of Maison Dieu (Dover Town Hall)	10 September 2018	Assets & Building Control	Property Management & Environmental Health
38	Purchase of affordable housing in Aylesham	1 April/20 May 2019	Finance & Housing	Corporate Resources & Performance
39	Demolition of Dover Leisure Centre	3 June 2019	Assets & Building Control	Property Management & Environmental Health
40	Authority Monitoring Report	4 March 2019	Regeneration & Development	Built Environment
41	East Kent Waste Project 2021	5 November 2018	Director of Environment & Corporate Assets	Environment, Waste & Health
42	Grant of easement at Matthews Close, Deal	3 December 2018	Assets & Building Control	Property Management & Environmental Health
43	Redevelopment and regeneration of the site of the former Co-op store in Stembrook and surrounding area	Decision taken by Director of Environment and Corporate Assets on 12 December 2018	Inward Investment	Leader of the Council

Key Decisions 2018/19	Item	Date of meeting at which decision will be taken by Cabinet (unless specified otherwise)	Head of Service	Portfolio Holder
44	Approval of Street-Lighting Works	3 December 2018	Assets & Building Control	Property Management & Environmental Health
45	Charges for Parking during the Christmas Period	Decision taken by the Portfolio Holder for Access and Licensing	Operational Services	Access & Licensing
46	Fees and Charges – agreement on levels for 2019/20	14 January 2019	Finance & Housing	Corporate Resources & Performance
47	Approval to carry-out further repairs (phase 2) to Deal Pier to include new lighting, and a new CCTV system as well as further general repairs and improvements	4 February 2019	Assets & Building Control	Property Management & Environmental Health
48	Recommendation to Council of the draft 2019/20 Budget and Medium-Term Financial Plan 2019/20-2022/23 and approval by Cabinet of various delegations within the Budget	(i) 4 February 2019 (ii) 4 March 2019	Finance & Housing	Corporate Resources & Performance
49	Review of Parking Charges	14 January 2019	Operational Services	Access & Licensing
50	Restoration of Maison Dieu (Dover Town Hall), Dover	14 January 2019	Assets & Building Control	Property Management & Environmental Health
51	Provision of community facility at Maison Dieu, Dover	14 January 2019	Assets & Building Control	Property Management & Environmental Health
52	Award of contract for upgrade of CCTV infrastructure	4 February 2019	Community Services	Community Services
53	Approval of Victoria Road and Wellington Road (Deal) Conservation Area Appraisal	1 April/20 May 2019 and date to be confirmed	Regeneration & Development	Built Environment
54	Approval to release corporate contingency funds for repairs to corporate assets	4 February 2019	Assets & Building Control	Property Management & Environmental Health
55	Variation of Public Spaces Protection Order relating to dogs	20 May 2019	Regulatory Services	Property Management & Environmental Health
56	Approval to enter into a partnership with Kent County Council for provision of highway services	4 February 2019	Inward Investment	Leader of the Council
57	To seek agreement for the disposal of the Council's leasehold interest in flat 35 and garage 74, The Gateway, Marine Parade, Dover	Decision taken by Portfolio Holder for Property Management and Environmental Health on 1 March 2019	Assets & Building Control	Property Management & Environmental Health
58	To approve the use of Building Foundations for Growth	May/June 2019	Inward Investment	Leader of the Council

Key Decisions 2018/19	Item	Date of meeting at which decision will be taken by Cabinet (unless specified otherwise)	Head of Service	Portfolio Holder
	Funding and to authorise the completion of an appropriate legal agreement			
59	Award of contract for fire precaution works to properties within the Council's housing stock	1 April 2019	Head of Finance & Housing	Housing & Homelessness
60	Award of contract for asbestos surveys, testing and removal works to properties within the Council's housing stock	1 April 2019	Head of Finance & Housing	Housing & Homelessness
61	Approval of purchase of new financial management system and budget monitoring system	1 April 2019	Head of Finance & Housing	Corporate Resources
62	Approval of project to purchase new-build properties for use as affordable housing	1 April 2019	Head of Strategic Housing	Housing & Homelessness
63	Procurement of Street Cleansing Contract	1 April 2019	Head of Commercial Services	Environment, Waste & Health
64	To approve consultation on revised Gambling Policy 2019-22	20 May 2019	Head of Regulatory Services	Access & Licensing
65	To consider proposed increase in Hackney Carriage fares	20 May 2019	Head of Regulatory Services	Access & Licensing

- Note: (1) Key Decisions which are shaded have already been taken and do not appear in this updated version of the Notice of Forthcoming Key Decisions.
- (2) The Council's Corporate Management Team reserves the right to vary the dates set for consultation deadline(s) and for the submission of reports to Cabinet and Council in respect of Key Decisions included within this version of the notice. Members of the public can find out whether any alterations have been made by looking at the Council's website (www.dover.gov.uk).

OVERVIEW AND SCRUTINY WORK PROGRAMME 2018/19

SCRUTINY (POLICY AND PERFORMANCE) COMMITTEE

Month	Issue	Resource Implications for Scrutiny				Action
		Members	Officers (Corporate Expenditure unless otherwise stated)	Scrutiny Budget Expenditure		
				Projected	Actual	
5 June 2018	Repairs to Parks, Gardens and Churchyards	Single Meeting	Director of Environment & Corporate Assets	£0	£0	To consider the report.
19 June 2018	Dover Leisure Centre Update and site visit (4.30pm)	Single Meeting	Director of Environment & Corporate Assets	£0	£0	To receive an update and conduct a site visit.
3 July 2018	To consider an options appraisal and feasibility study for Tides Leisure & Indoor Tennis Centre and seek approval to progress to the detailed design phase	Single Meeting	Director of Environment & Corporate Assets	£0	£0	To consider the report. [Identified from Forward Plan for scrutiny]
	Short Term Proposal For The Former Co-Op Building, Castle Street, Dover	Single Meeting	Directors of Environment & Corporate Assets & Finance, Housing & Community	£0	£0	To consider the report.
	To decide on requirements for a new Public Spaces Protection Order following public consultation	Single Meeting	Director of Environment & Corporate Assets	£0	£0	To consider the report. [Identified from Forward Plan for scrutiny]
August 2018	No Scheduled Meeting					

Month	Issue	Resource Implications for Scrutiny				Action
		Members	Officers (Corporate Expenditure unless otherwise stated)	Scrutiny Budget Expenditure		
				Projected	Actual	
11 September 2018	Planning Enforcement Plan	Single Meeting	Director of Environment & Corporate Assets	£0	£0	To consider the report. [Identified from Forward Plan for scrutiny]
	Statement of Community Involvement	Single Meeting	Chief Executive	£0	£0	To consider the report.
	Performance Report Q1	Single Meeting	Chief Executive	£0	£0	To consider the report.
2 October 2018	Launch of a Local Authority Lottery	Single Meeting	Director of Finance, Housing & Community	£0	£0	To consider the report.
	Update on Universal Credit	On-going	East Kent Housing	£0	£0	To receive an update.
6 November 2018	Accommodation Charter Update	Single Meeting	Head of Museums and Tourism	£0	£0	To consider the report.
	East Kent Waste 2021	Single Meeting	Director of Environment and Corporate Assets	£0	£0	To consider the report.
	Establishment of a Property Company	Single Meeting	Director of Finance, Housing & Community	£0	£0	To consider the report.
	Performance Report Q2	Single Meeting	Chief Executive	£0	£0	To consider the report.

Month	Issue	Resource Implications for Scrutiny				Action
		Members	Officers (Corporate Expenditure unless otherwise stated)	Scrutiny Budget Expenditure		
				Projected	Actual	
	Dover Town Centre Update	Single Meeting	Head of Inward Investment	£0	£0	To receive an update.
13 November 2018	BREXIT report on implications for the Dover District	Special Meeting	Chief Executive / Director of Environment & Corporate Assets	£0	£0	To receive an update.
4 December 2018	Update on Universal Credit	On-going	East Kent Housing	£0	£0	To receive an update.
	Civica Key Performance Indicators	Single Meeting	Civica	£0	£0	WITHDRAWN
15 January 2019	Homelessness Act Update	Single Meeting	Strategic Director (Corporate Resources)	£0	£0	To receive an update.
	Review of on and off street parking charges	Single Meeting	Strategic Director (Operations and Commercial)	£0	£0	To consider the report.
	Restoration of Maison Dieu	Single Meeting	Strategic Director (Operations and Commercial)	£0	£0	To consider the report.
	Community Facility: Maison Dieu Car Park	Single Meeting	Strategic Director (Operations and Commercial)	£0	£0	To consider the report.
	Award of Grant Funding – Triangles Community Centre	Single Meeting	Strategic Director (Corporate Resources)	£0	£0	To consider the report.

Month	Issue	Resource Implications for Scrutiny				Action
		Members	Officers (Corporate Expenditure unless otherwise stated)	Scrutiny Budget Expenditure		
				Projected	Actual	
12 February 2019	Performance Report Q3	Single Meeting	Chief Executive	£0	£0	To consider the report.
	Scrutiny of the Council's budget	Single Meeting	Corporate Management Team	£0	£0	To scrutinise the Council's budget for 2019/20.
	Fees and Charges	Single Meeting	Corporate Management Team	£0	£0	To be considered as part of the budget scrutiny process.
	Matthews Close, Deal	Single Meeting	Strategic Director (Operations & Commercial)	£0	£0	To consider the report.
12 March 2019	Gender Pay Gap Report	Single Meeting	Head of Paid Service	£0		To consider the report.
2 April 2019	Performance Report Targets 2018-19	Single Meeting	Chief Executive	£0		To consider the report.

Please note items beyond the current month are subject to change depending on Forward Plan, etc.

Municipal Year 2018/19

Agreed for Inclusion?	Subject	Resource Implications				Action
Yes	Dover Leisure Centre	On-going	Director of Environment and Corporate Assets	£0		To consider reports at each relevant stage in the process.

Yes	Lorry Parking in the Dover District	On-going	Various	£0		To consider issues of illegal and anti-social lorry parking in the wider District. [as appropriate]
Yes	Open Championship Golf	On-going	Corporate Management Team	£0		To receive updates at appropriate milestones.
Date to be confirmed	School Academisation in Deal	Single Meeting	To be confirmed	£tbc		To consider the issue of academisation of schools in Deal.

Subject:	GENDER PAY GAP REPORT
Meeting and Date:	Cabinet – 4 March 2019
Report of:	Nadeem Aziz, Chief Executive (Head of Paid Service)
Portfolio Holder:	Councillor Mike Conolly, Portfolio Holder for Corporate Resources and Performance
Decision Type:	Non-Key
Classification:	Unrestricted

Purpose of the report: To agree the Gender Pay Gap Report for 2019.

Recommendation: That Cabinet approves the Gender Pay Gap Report set out at paragraph 3 of this report prior to publication on the Council's website and on the government portal.

1. Summary

- 1.1 A Gender Equality Gap Report which details Dover District Council's gender pay position as at 31 March 2018 must be published by 30 March 2019. It must then be reported & published at least annually and the information held for 3 years. This statement is prepared to comply with the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
- 1.2 The figures in bold at 3.1 below identify the pay gap between men and women as at 31 March 2018. The Council has a robust job evaluation scheme which ensures men and women are paid equally for the same work. The difference is simply a result of the distribution of men and women employed across the Council. A comparison with the figures from 31 March 2017 is also shown.

2. Introduction and Background

- 2.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the Regulations) required the Council to publish its initial Gender Pay Gap Report by 30 March 2018 and then on an annual basis. This is a matter for the Executive and is presented for approval prior to publication.
- 2.2 A relevant public authority must publish the information provided in section 3 of this report within 12 months of 31st March each year.
- 2.3 The requirement is to publish on our website, in a manner which is accessible to all employees and the public, for a period of at least 3 years from the date of publication. The Council will therefore publish on its own internal intranet site as well as on the internet. Council staff with no access to the intranet will be briefed separately.
- 2.4 The Regulations also require the Council to publish the information on a "website designated for that purpose by the Secretary of State". This can be found here: <https://www.gov.uk/report-gender-pay-gap-data>.

3. Gender Pay Gap Report for Dover District Council

- 3.1 This is a particular snapshot in time at **31 March 2018** and shows a comparison with the figures as at 31 March 2017. Pay includes any allowances.

- (a) **the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees**

	As at 31 March 2017	As at 31 March 2018
Average hourly male pay across all grades at this Council	£18.62	£17.08
Average hourly female pay across all grades at this Council	£15.99	£15.64
Difference	$(£18.06 - £16.00)/£18.06 \times 100 = 14.10\%$	$(£17.08 - £15.64)/£17.08 \times 100 = 8.4\%$

Mean hourly pay (average) is the amount obtained by dividing the total **hourly pay** of a group by the number of people in that group. The **mean (average)** gender pay gap is the difference between the mean or average hourly earnings of men and women.

- (b) **the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees**

	As at 31 March 2017	As at 31 March 2018
Median hourly male pay across all grades at this Council	£15.40	£15.56
Median hourly female pay across all grades at this Council	£14.05	£14.21
Difference	$(£15.40 - £14.05)/£15.40 \times 100 = 8.7\%$	$(£15.56 - £14.21)/£15.56 \times 100 = 8.7\%$

The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

- (c) **the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees**

There are no bonus payments, so there is no data to be reported.

- (d) **the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees**

There are no bonus payments, so there is no data to be reported.

- (e) **the proportions of male and female relevant employees who were paid bonus pay**

There are no bonus payments, so there is no data to be reported.

- (f) the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

1. Lower quartile (2017 to £21,165)
(2018 to £21,465)

Lower quartile	As at 31 March 2017	As at 31 March 2018
Male	40.3%	47.6%
Female	59.7%	52.4%

2. Lower middle quartile (2017 – £21,165.01 to £29,738.04)
(2018 - £21,465.01 to £30,038.04)

Lower middle quartile	As at 31 March 2017	As at 31 March 2018
Male	37%	36.6%
Female	63%	63.4%

3. Upper middle quartile (2017 - £29,738.05 to £37,646.04)
(2018 - £30,038.05 to £38,022)

Upper middle quartile	As at 31 March 2017	As at 31 March 2018
Male	38.4%	45.1%
Female	61.6%	54.9%

4. Top quartile (2017 – from £37,646.05)
(2018 - from £38,022.01)

Top quartile	As at 31 March 2017	As at 31 March 2018
Male	49.3%	50%
Female	50.7%	50%

4. Identification of Options

- 4.1 The Council is required by law to publish this information by 30 March 2019.

5. Evaluation of Options

- 5.1 This is the only option. To fail to publish the data would be unlawful. This approach meets the requirement of the regulations.

6. Resource Implications

- 6.1 There are no additional resource implications

7. Corporate Implications

- 7.1 Comment from the Section 151 Officer: Finance have been consulted and have nothing further to add (VB)

- 7.2 Comment from the Solicitor to the Council: The Solicitor to the Council has been consulted during the preparation of this report and has no further comment to make.
- 7.3 Comment from the Equalities Officer: The gender pay gap noted within this report is not the result of the Council failing to pay men and women equally, but is due to the distribution of men and women within the organisation. Members are reminded that in discharging their responsibilities they are required to comply with the public sector equality duty as set out in section 149 of the Equality Act 2010 <http://www.legislation.gov.uk/ukpga/2010/15>.

8. **Appendices**

None.

9. **Background Papers**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Relevant Employment Policies

Contact Officer: Louise May, Head of Governance