
Subject:	GENDER PAY GAP REPORT
Meeting and Date:	Cabinet – 5 March 2018
Report of:	David Randall, Director of Governance
Portfolio Holder:	Councillor Michael 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 2018.
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 2017 must be published by 30 March 2018. 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.

2. Introduction and Background

- 2.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the Regulations) require the Council to publish its Gender Pay Gap Report by 30 March 2018. This is a matter for the Executive and is presented for approval prior to publication.
- 2.2 A relevant public authority must publish, for 2017 and each subsequent year, the following information:
- (a) the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - (b) the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - (c) the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
 - (d) the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
 - (e) the proportions of male and female relevant employees who were paid bonus pay

- (f) the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands).
- 2.3 The relevant public authority must publish the information required in paragraph 2.2 within 12 months of the required date. As we are required to report on our position at 31 March 2017, this must be published by 30 March 2018.
- 2.4 In compiling the information required by paragraph 2.2, the Council is not required to include data relating to a relevant employee if:
- (a) the employee is employed under a contract personally to do work, and
- (b) the Council does not have, and it is not reasonably practicable for the public authority to obtain, the data.
- 2.5 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. For Council staff with no access to the intranet, toolbox sessions will be held with those particular staff.
- 2.6 The Regulations also require the Council to publish the information on a “website designed 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 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**
- Average hourly male pay across all grades at this Council was £18.62
- Average hourly female pay across all grades at this Council was £15.99
- Difference is calculated as $(£18.06 - £16.00) / £18.06 \times 100 = 14.10\%$
- (b) **the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees**
- Median hourly male pay across all grades at this Council was £15.40
- Median hourly female pay across all grades at this Council was £14.05
- Difference is calculated as $(£15.40 - £14.05) / £15.40 \times 100 = 8.7\%$
- (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 (to £21,165*)
Male 40.3% Female 59.7%
2. Lower middle quartile (£21,65.01 to £29,738.04*)
Male 37% Female 63%
3. Upper middle quartile (£29,738.05 to £37,646.04*)
Male 38.4% Female 61.6%
4. Top quartile (from £37,646.05*)
Male 49.3% Female 50.7%

* Pay bands calculated using pay and allowances at 31 March 2017

4. Identification of Options

- 4.1 The Council is required by law to publish this information by 30 March 2018.

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: Accountancy have been consulted and have no further comment to add (VB)
- 7.2 Comment from the Solicitor to the Council: The Head of Legal Services has been consulted during the preparation of this report and has no further comment to add.
- 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

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