
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 x 100 = 14.10%	(£17.08 - £15.64)/ £17.08 x 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 x 100 = 8.7%	(£15.56 - £14.21)/ £15.56 x 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

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