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| <b>Subject:</b>               | <b>GENDER PAY GAP REPORT</b>  |
| <b>Meeting and Date:</b>      | <b>Cabinet – 24 February 2020</b>   |
| <b>Report of:</b>             | <b>Nadeem Aziz, Chief Executive (Head of Paid Service)</b>  |
| <b>Portfolio Holder:</b>      | <b>Councillor Stephen Manion, Portfolio Holder for Finance and Governance</b>   |
| <b>Decision Type:</b>         | <b>Non-Key</b>  |
| <b>Classification:</b>        | <b>Unrestricted</b>   |
| <b>Purpose of the report:</b> | To agree the Gender Pay Gap Report for 2020.  |
| <b>Recommendation:</b>        | That Cabinet: <ol style="list-style-type: none"> <li>1. 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.</li> <li>2. Delegates authority to the Chief Executive to approve the Gender Pay Gap Figures for publication from 2021 onwards.</li> </ol> |

## 1. Summary

- 1.1 A Gender Equality Gap Report which details Dover District Council's gender pay position as at 31 March 2019 must be published by 30 March 2020. It must then be reported and 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 2019. 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 2018 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 31<sup>st</sup> 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>.

2.5 The publication of the necessary information is prescribed by law. It requires the analysis of information and the making of mathematical calculations. There is no scope for the exercise of any discretion on the part of the Council. It is therefore recommended that, for future years, the function of publishing the required information could be discharged by the Chief Executive.

### 3. Gender Pay Gap Report for Dover District Council

3.1 This is a particular snapshot in time at **31 March 2019** and shows a comparison with the figures as at 31 March 2018. 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 2018                             | As at 31 March 2019   |
|---|---|---|
| Average hourly male pay across all grades at this Council   | £17.08  | <b>17.05</b>  |
| Average hourly female pay across all grades at this Council | £15.64  | <b>16.36</b>  |
| Difference  | $(£17.08 - £15.64) / £17.08 \times 100 = 8.4\%$ | <b><math>(£17.05 - £16.36) / £17.05 \times 100 = 4.0\%</math></b> |

**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 2018                             | As at 31 March 2019  |
|--|---|--|
| Median hourly male pay across all grades at this Council   | £15.56  | <b>£15.01</b>  |
| Median hourly female pay across all grades at this Council | £14.21  | <b>£14.49</b>  |
| Difference   | $(£15.56 - £14.21) / £15.56 \times 100 = 8.7\%$ | <b><math>£15.01 - £14.49) / £15.01 \times 100 = 3.5\%</math></b> |

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 (2018 to £21,465)  
(2019 to £20,999)

| Lower quartile | As at 31 March 2018 | As at 31 March 2019 |
|----------------|---------------------|---------------------|
| Male           | 47.6%               | 53.6%               |
| Female         | 52.4%               | 46.4%               |

2. Lower middle quartile (2018 - £21,465.01 to £30,038.04)  
(2019 - £20,999.01 to £27,954.38)

| Lower middle quartile | As at 31 March 2018 | As at 31 March 2019 |
|-----------------------|---------------------|---------------------|
| Male                  | 36.6%               | 33.3%               |
| Female                | 63.4%               | 66.7%               |

3. Upper middle quartile (2018 - £30,038.05 to £38,022)  
(2019 - £27,954.39 to £38,753.20)

| Upper middle quartile | As at 31 March 2018 | As at 31 March 2019 |
|-----------------------|---------------------|---------------------|
| Male                  | 45.1%               | 42.4%               |
| Female                | 54.9%               | 57.6%               |

4. Top quartile (2018 - from £38,022.01)  
(2019 - from £38,753.21)

| Top quartile | As at 31 March 2018 | As at 31 March 2019 |
|--------------|---------------------|---------------------|
| Male         | 50%                 | 47.6%               |
| Female       | 50%                 | 52.4%               |

#### 4. Identification of Options

- 4.1 The Council is required by law to publish this information by 30 March 2020.

#### 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 has been consulted and has nothing further to add. (JS)

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/contents>

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