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| Subject: | GENDER PAY GAP REPORT |
| Date: | 17 April 2023 |
| Decision to be taken by: | Nadeem Aziz, Chief Executive |
| Report of: | Louise May, Strategic Director (Corporate and Regulatory) |
| Portfolio Holder: | Councillor Chris Vinson, Portfolio Holder for Finance, Governance, Digital and Climate Change |
| Decision Type: | Executive Non-Key Decision |
| Call-in to be suspended: | No (<i>Call-in does not apply to non-Key Officer decisions</i>) |
| Delegated Authority: | Authority delegated by Cabinet at its meeting held on 24 February 2020 (CAB 145 (ii)) as follows: ‘that authority be delegated to the Chief Executive to approve the Gender Pay Gap Figures for publication from 2021 onwards’. |
| Classification: | Unrestricted |

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| Purpose of the report: | To agree the Gender Pay Gap Report for 2023. |
| Recommendation: | That the Gender Pay Gap Report figures for 2023 (which relate to 31 March 2022) be approved and published on the Council’s website and 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 2022 must be published by 30 March 2023. 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 2022. 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 2021 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.
- 2.2 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.

- 2.3 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/find-gender-pay-gap-data>.
- 2.4 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.
- 2.5 The data below identify a fall in the mean pay of both male and female employees between the dates of 31 March 2021 and 31 March 2022. This is due to the employment during this time of a larger number of staff within the lower and lower middle quartiles for a specific project.

3. Gender Pay Gap Report for Dover District Council

- 3.1 This is a particular snapshot in time at **31 March 2022** and shows a comparison with the figures as at 31 March 2021. 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 2021 | As at 31 March 2022 |
|---|---------------------|---------------------|
| Average hourly male pay across all grades at this Council | £17.95 | £17.52 |
| Average hourly female pay across all grades at this Council | £17.51 | £16.73 |
| Difference | £0.44 (2.5%) | £0.79 (4.5%) |

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 2021 | As at 31 March 2022 |
|--|---------------------|---------------------|
| Median hourly male pay across all grades at this Council | £16.39 | £14.64 |
| Median hourly female pay across all grades at this Council | £15.95 | £14.64 |
| Difference | £0.44 (2.7%) | £0.0 (0%) |

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 are 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 are 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 are 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
(Up to £23,327)

| Lower quartile | As at 31 March 2021 | As at 31 March 2022 |
|----------------|---------------------|---------------------|
| Male | 50% | 52.38% |
| Female | 50% | 47.62% |

2. Lower middle quartile
(£23,555 - £41,154)

| Lower middle quartile | As at 31 March 2021 | As at 31 March 2022 |
|-----------------------|---------------------|---------------------|
| Male | 31.1% | 34.40% |
| Female | 68.9% | 65.60% |

3. Upper middle quartile
(£42,186 - £60,446)

| Upper middle quartile | As at 31 March 2021 | As at 31 March 2022 |
|-----------------------|---------------------|---------------------|
| Male | 42.2% | 40.48% |
| Female | 57.8% | 59.52% |

4. Top quartile
(£66,250 - £130,250)

| Top quartile | As at 31 March 2021 | As at 31 March 2022 |
|--------------|---------------------|---------------------|
| Male | 41.7% | 48.80% |
| Female | 58.3% | 51.20% |

4. Identification of Options

- 4.1 The Council is required by law to publish this information by 30 March 2023.

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. **Climate Change and Environmental Implications**

7.1 The Principal Climate Change and Sustainability Officer has been consulted in the preparation of this report and has no comment to make (AM).

8. **Corporate Implications**

8.1 Comment from the Section 151 Officer: Accountancy has been consulted and has no further comment. (JS)

8.2 Comment from the Solicitor to the Council: The Solicitor to the Council has been consulted in the preparation of this report and has no further comments to make (HR).

8.3 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/section/149>' (KM)

9. **Appendices**

None.

10. **Background Papers**

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

Relevant Employment Policies

Contact Officer: Louise May, Strategic Director (Corporate and Regulatory)