

# Gender Pay Gap 2021

Date: 21 December 2021  
Agenda Item: 7  
Contact Officer: Sam Mills, Strategic HR Manager

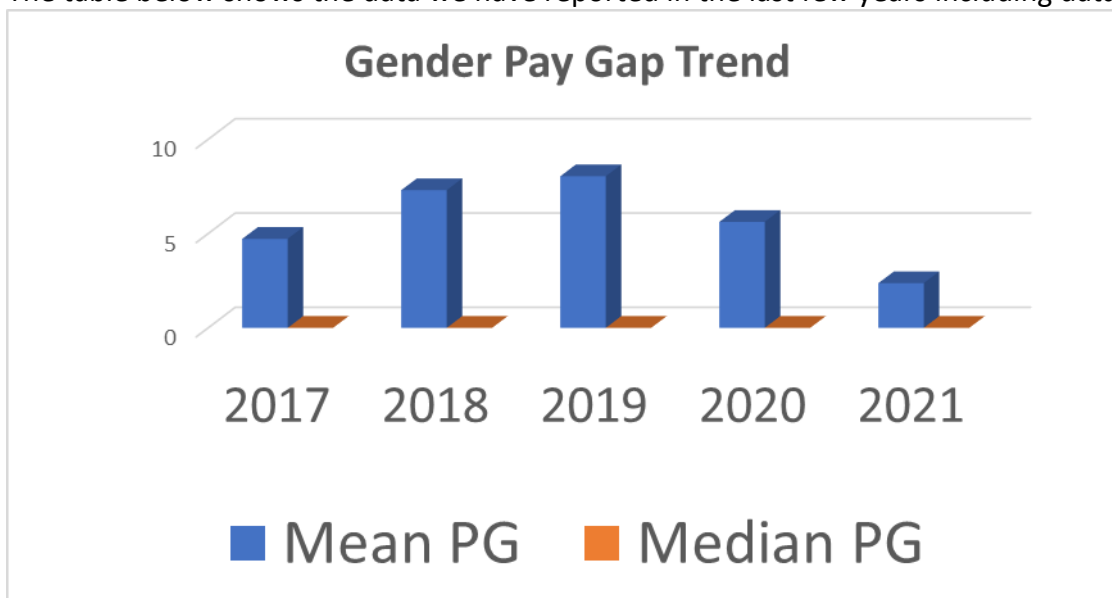


Email: Sam.mills@lichfielddc.gov.uk  
Key Decision? NO  
Local Ward Members: N/A

## EMPLOYMENT COMMITTEE

### 1. Executive Summary

- 1.1 Each year we are required to publish our gender pay gap using snap shot data of our workforce as at 31 March. The report has to be published no later than 31 March the following year, but as soon as is reasonably practicable.
- 1.2 The table below shows the data we have reported in the last few years including data for 2021.



- 1.3 Our mean pay gap continues to improve as it reaches 2.36%, a significant reduction from last year's 5.62% figure. This is largely due to the impacts of Covid restricting use of casual staff and the removal of IR35 staffing from our establishment.

### 2. Recommendations

- 2.1 That the committee note the gender pay gap figures for 2021 and the contents of the report at **Appendix 1**.

### 3. Background

- 3.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require public sector employers with 250 or more employees to publish their gender pay gap information.
- 3.2 Benchmarking our data against national data sets shows how LDC compares in gender pay equity.

	Lichfield District Council	All Sectors *	Public Sector *
Gender pay gap	2.36	15.5%	6.1%

\* 2021 ONS and LGA for the public sector

- 3.3 Similarly benchmarking set out in section 5.2 of the appendix against other neighbouring authorities last published results also show our progress to achieving gender pay equity.

Alternative Options	1. We can choose not to include a narrative report, but this is recognised as good practice
Consultation	1. Managers and trade unions have been advised of the current gap and the issues it raises for us to consider.
Financial Implications	1. None arising as a result of this report.
Approved by Section 151 Officer	Yes
Legal Implications	1. We have a statutory duty to report these figures annually.
Approved by Monitoring Officer	Yes
Contribution to the Delivery of the Strategic Plan	1. This supports the Council's Strategic Plan 2020 to 2024. Meeting our equality obligations is a core value of the organisation.
Equality, Diversity and Human Rights Implications	1. This report is a key requirement to fulfilling our Equality Act 2010 obligations.
Crime & Safety Issues	1. None
Environmental Impact	1. None
GDPR / Privacy Impact Assessment	1. All identifying information has been removed from narrative reporting.

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	Risk Description & Risk Owner	Original Score (RYG)	How We Manage It	Current Score (RYG)
A	That we fail to meet our Equality obligations	Yellow Likelihood (Green) and Impact (Yellow)	Publishing this data each year in a timely way ensures we will not fail.	Green Likelihood (Green) and Impact (Green)
B	That our published pay gap causes concern and reputational risk	Yellow Likelihood (Green) and Impact (Yellow)	Publishing a clear narrative for the reasons causing any gaps and our approach to reducing them.	Green Likelihood (Green) and Impact (Green)
C	Our gap continues to increase and results in legal challenge to our recruiting procedures	Yellow Likelihood (Green) and Impact (Yellow)	Our recruiting procedures are in line with equality act requirements to ensure a fair process.	Green Likelihood (Green) and Impact (Green)
D	Our gap continues to increase and results to challenge to our pay policy	Yellow Likelihood (Green) and Impact (Yellow)	Our pay policy is audited and consistently applied.	Green Likelihood (Green) and Impact (Green)
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	<b>Background documents</b> <a href="https://www.lichfielddc.gov.uk/equality/gender-pay-report">https://www.lichfielddc.gov.uk/equality/gender-pay-report</a>
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	<b>Relevant web links</b>
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