

Gender Pay Gap Report 2022/23

Date: 29 June 2023

Agenda Item:

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Key Decision? **NO**

Local Ward Members n/a



EMPLOYMENT COMMITTEE

1. Executive Summary

- 1.1 Each year it is a statutory requirement to publish our gender pay gap using snap-shot data of our workforce as of 31 March. The report has to be published no later than 31 March the following year, but as soon as is reasonably practicable. This report covers the reporting year 1 April 2022 to 31 March 2023.
- 1.2 A gender pay gap report shows the difference between the average (mean or median) earnings of men and women. The difference is expressed as a percentage of earnings and used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation and how effectively talent is being maximized.
- 1.3 Our reported gender pay gap for this period is **2.4%**, which is marginally higher than last year's figure of **2.36%**, and **5.62%** the previous year. Our narrative report is set out in **Appendix A**.
- 1.4 **2.4%** is substantially lower than the national average for the public sector as a whole which is **13.6%** and Local Authorities only which was **4.1%**. (Data source ONS and LG Inform). However, there is no room for complacency and to enable us to target resources effectively to improve our gender pay gap (GPG) is important to continually review our data to really understand the causes of any imbalance.

2. Recommendations

- 2.1 It is recommended that members note the content of the report and Gender Pay Gap figures for 2022 and approve the data to be published.

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. Reporting has been relaxed for this year as part of the measures due to Coronavirus, however the reporting process at Lichfield District Council has not been disrupted. This is felt to be a sufficiently important aspect of our reporting cycle and programme of assurance for pay equality that it should be maintained.
- 3.2 Benchmark data from our neighbouring Councils on their last reported gap:

Council	Mean Hourly Rate %	Median gender pay gap %
Figures available for 2022		
Lichfield District Council	2.4%	-8.2%
Cannock Chase District Council	11.3%	24.1%
East Staffs Borough Council	1.3%	-4.0%
Tamworth Borough Council	6.0%	5.3%
Stafford Borough Council	3.0%	-3.9%
Redditch Borough Council	12.1%	11.2%
Newcastle under Lyme Borough Council	0.3%	2.8%
North Warwick Borough Council	1.0%	-11.0%
Stratford on Avon District Council	24.3%	21.5%
Wyre Forest District Council	-6.0%	-6.5%
Bromsgrove District Council	-1.8%	-4.4%
Rugby Borough Council	1.9%	0.5%
Nuneaton and Bedworth Borough Council	3.4%	2.1%

National benchmarking is available at [Data and reports | LG Inform \(local.gov.uk\)](https://dataandreports.lginform.local.gov.uk)

3.3 The report shows that women who work full-time within the authority are on average paid more than men. There is no evidence of any disadvantage to women achieving higher paid roles within the authority and our future plans for recruitment and resourcing, promotion and talent management will continue to support our gender balance at these upper quartile levels. We have also seen shifts in recruiting females into the Joint Waste Service since the last report to committee, which will impact future reporting.

Alternative Options	We can choose not to include a narrative report, but this is recognised as good practice and supports our strategic aims of being a good council
Consultation	Managers and trade unions have been advised of the current gap and the issues it raises for us to consider.
Financial Implications	None arising as a result of this report. All costs are built into the MTFS
Approved by Section 151 Officer	Yes *
Legal Implications	We have a statutory duty to report these figures annually.
Approved by Monitoring Officer	Yes*
Contribution to the Delivery of the Strategic Plan	This supports the District Council's Strategic Plan 2020 -24 by ensuring we are a good council that has an effective workforce and tackles inequality wherever it exists. Meeting our equality obligations is a core value of the organisation.

Equality, Diversity and Human Rights Implications	<ol style="list-style-type: none"> 1. This report is a key requirement to fulfilling our Equality Act 2010 obligations. 2. The Equalities Officer has confirmed this report is a monitoring mechanism to assess compliance and does not require a separate EIA
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EIA logged by Equalities Officer	No* EIA not required as this report provides detail to assess our Pay Policy
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Crime & Safety Issues	<ol style="list-style-type: none"> 1. None arising from this report
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Environmental Impact (including Climate Change and Biodiversity).	<ol style="list-style-type: none"> 1. None arising from this report
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GDPR / Privacy Impact Assessment	<ol style="list-style-type: none"> 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 Transparency and Equality obligations	Yellow (material)	Publishing this data each year in a timely way ensures we will not fail.	Green (tolerable)
B	That our published pay gap causes concern and reputational risk	Yellow (material)	Publishing a clear narrative for the reasons causing any gaps and our approach to reducing them.	Green (tolerable)

	Background documents Previous Gender Pay Gap reports
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	Relevant web links https://www.lichfielddc.gov.uk/equality/gender-pay-report
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