

GENDER PAY GAP REPORT 2023

Enter title of relevant Cabinet Member

Date: 27 June 2024

Agenda Item:

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Key Decision? NO

Local Ward Members N/A



Lichfield
District Council

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. 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 maximised.
- 1.3 Our reported gender pay gap for this period is **-4.3%** (A negative percentage shows that males have lower pay than females), which is lower than last year's figure of 2.4%, and 2.36% the previous year. - 4.3% is substantially lower than the national average for the public sector as a whole which is 13.4% and Local Authorities only which was 3.6%. (Data source ONS and LG Inform) However, continuing 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 2023 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 on an annual basis.

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	Not applicable
Financial implications	None arising as a result of this report
Approved by Section 151 Officer	Yes/no*
Legal implications	We have a statutory duty to report these figures annually
Approved by Monitoring	Yes/no*

Officer	
Contribution to the delivery of the strategic plan	This supports the District Council's ambitions, 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
EIA logged by Equalities Officer	No Equalities Officer confirmed not required.
Crime & safety Issues	None
Data assessment	Not applicable
Environmental impact (including climate change and biodiversity)	None
GDPR / Privacy impact assessment	All identifying information has been removed from the report.

	Risk description & risk owner	Original score (RYG)	How we manage it	New score (RYG)
A	That we fail to meet our Transparency and Equality obligations	Likelihood: Green Impact: Yellow Score: Yellow	Publishing this data each year in a timely way	Likelihood: Green Impact: Green Score: Green
B	That our published pay gap causes concern and reputational risk	Likelihood: Green Impact: Yellow Score: Yellow	Publishing a clear narrative for the reasons causing any gaps and our approach to reducing them.	Likelihood: Green Impact: Green Score: Green

Background documents	Any previous reports or decisions linked to this item
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Relevant web links	Any links for background information which may be useful to understand the context of the report
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