

Gender Pay Reporting

Report of the Head of Corporate Services

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Key Decision? **NO**

Local Ward **NA**

Members



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 31st March. The report has to be published no later than 31st March the following year, but as soon as is reasonably practicable.
- 1.2 The table below shows the data we have reported in the 2018 along with the data we intend to publish for 2019. Changes in our staff numbers due to a review of casual workers and the use of an IR35 employees has, as anticipated increased our gender pay gap for this year.

	2018	2019
Mean gender pay gap (% difference between male and female's average entire range of pay expressed as an average)	7.30%	8.48%
Median gender pay gap (% difference is calculated at mid-point in the range of salaries)	0%	0%
Relevant headcount numbers at 31 st March	408	388

- 1.3 The 2019 gap of 8.48% still fairs well against the **nationally published data**.

National benchmarking	Lichfield District Council	All sectors *	Public sector*
Mean gender pay gap	8.48%	12%	6.8%
Median gender pay gap	0%	9.7%	5%

* LGA Report - April 2018 data

1.4 Equally, benchmarking data currently published by neighbouring district councils is also comparable.

Council	Mean Hourly Rate %	Median gender pay gap %
LDC March 2019 data	8.48%	0%
Cannock (March 2018)	14.81%	26.44%
East Staffs (March 2018)	5.21%	-2.59%
Nuneaton & Bedworth BC (March 2018)	1.02%	2.00%
South Staff DC (March 2018)	8.8%	12%
Stafford BC (March 2018)	7.6%	2.4%
Tamworth BC (March 2018)	12.6%	8.2%

1.5 A full copy of the report and narrative is attached as Appendix A, and will be published on our website and the .GOV website following discussion at this committee.

2. Recommendations

2.1 That the committee note the gender pay gap figures for 2019 and the contents of the report for publication.

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.

Alternative Options	We have a statutory duty to report these figures annually. We can choose not to include a narrative report, but this is recognised as good practice.
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.
Contribution to the Delivery of the Strategic Plan	This supports the District Council's Strategic Plan 2016 -20 by ensuring we have a council that is fit for the future. Meeting our equality obligations is a core value of the organisation.

Equality, Diversity and Human Rights Implications	This report is a key requirement to fulfilling our Equality Act 2010 obligations.
Crime & Safety Issues	None
GDPR/Privacy Impact Assessment	All identifying information has been removed from narrative reporting.

	Risk Description	How We Manage It	Severity of Risk (RYG)
A	That we fail to meet our Equality obligations	Publishing this data each year in a timely way ensures we will not fail.	Green
B	That our published pay gap causes concern and reputational risk	Publishing a clear narrative for the reasons causing any gaps and our approach to reducing them.	Green
C	Our gap continues to increase and results in legal challenge to our recruiting procedures	Our recruiting procedures are in line with equality act requirements to ensure a fair process.	Green
D	Our gap continues to increase and results to challenge to our pay policy	Our pay policy is audited and consistently applied.	Green

Background documents
 Previous Gender Pay Gap Reports in [2017](#) and [2018](#)

Relevant web links
<https://www.lichfielddc.gov.uk/equality/gender-pay-report>