

# Gender Pay Report 2020

Date: 1 July 2020  
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Key Decision? NO  
Local Ward Members

Lichfield  
district council  
www.lichfielddc.gov.uk

EMPLOYMENT  
COMMITTEE

## 1. Executive Summary

- 1.1 Each year we are required to publish our gender pay using snap shot data as at 31<sup>st</sup> March.
- 1.2 This year our mean pay gap is 5.62% fa significant drop from 8.48% reported last year. This is due to the use of a part time IR35 role to cover senior vacancies in the previous year, the current rate of 5.62% more accurately reflects the actual gap that exists within our workforce profile.
- 1.3 A full copy of the narrative is attached as **Appendix A**, and will be published on our website and the .GOV website following discussion at this committee.

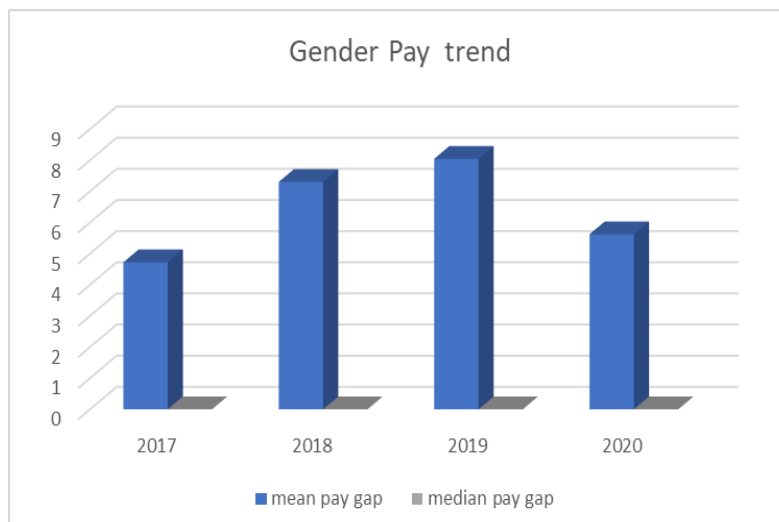
## 2. Recommendations

- 2.1 That the committee note the gender pay gap figures for 2020 and the contents of the report at **Appendix A** 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. 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 Mean and median gender pay gap since 2017:



### 3.3 National benchmarking:

	Lichfield District Council	All sectors	Public sector
Mean gender pay gap	5.62%	17.4%	17.7%
Median gender pay gap	0%	18.5%	19.4%

### 3.4 Local benchmarking

Benchmark data from our neighbouring Councils on their last reported gap:

Council	Mean Hourly Rate %	Median gender pay gap %
LDC	5.62%	0%
Cannock	17.5%	26.9%
East Staffs	2.0%	6.9%
Nuneaton & Bedworth BC	6.0%	0%
South Staff DC	8.8%	12%
Stafford BC	8.9%	0.5%
Tamworth BC	11.4%	6.1%

3.5 Our Gender Pay Gap is reflective of our workforce make up, in that a significant number of our female staff are working part-time (almost 57% of the female staff work part time), with a larger proportion generally working in lower paid work which is demonstrated in our lowest quartile. In addition we host a joint waste service with Tamworth Borough Council, which traditionally attracts a larger proportion of male employees (around 40% of this band), and as a result, we employ a higher number of men in the lower middle quartile than would ordinarily be the case.

3.6 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.

Alternative Options	We normally 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 and supports our strategic aims of being a good council.
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.

Contribution to the Delivery of the Strategic Plan	1. 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.
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Equality, Diversity and Human Rights Implications	1. This report is a requirement to fulfilling our Equality Act 2010 obligations.
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Crime & Safety Issues	1. None
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Environmental Issues	1. None
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GDPR/Privacy Impact Assessment	1. All identifying information has been removed from narrative reporting.
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	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

<b>Background documents</b> <a href="#">Previous Gender Pay Gap reports</a>
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<b>Relevant web links</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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