

## Central Bedfordshire Council

GENERAL PURPOSES COMMITTEE

29 March 2018

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### GENDER PAY GAP STATEMENT - 31 MARCH 2017

Report of Cllr Richard Wenham, Deputy Leader and Executive Member for Corporate Resources

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#### Purpose of this report

The report sets out the details of Central Bedfordshire Council's Gender Pay Gap.

#### RECOMMENDATIONS

The Committee is asked to:

1. Note the contents of the report and appendix.

#### Overview and Scrutiny Comments/Recommendations

1. This matter has been requested as an information only update for the General Purposes Committee and therefore has not been submitted to Overview and Scrutiny.

#### Background

2. From April 2017, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (S12017/353) requires public sector employers with 250 or more employees to publish statutory gender pay gap calculations every year.
3. The data must be a snapshot of salary data on 31 March 2017 and must be published on our own website and a government website by 30 March 2018.
4. There is a similar requirement of the private sector.

5. The gender pay gap is a measure of any disparity in pay between the average earnings of males and females. A positive pay gap indicates that men are paid more, a negative pay gap indicates that women are paid more.
6. The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work; not meeting this requirement has been unlawful for over 45 years.
7. The table below sets out the figures we are required to publish.

**What do we report on?**

<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
<b>Mean Bonus Gap</b>	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
<b>Median Bonus Gap</b>	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
<b>Bonus Proportions</b>	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
<b>Quartile pay bands</b>	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

8. In addition to the above Central Bedfordshire Council has chosen to publish the Gender Pay Gap for the Senior Management Group.
9. The attached Gender Pay Gap Analysis March 2017 (Appendix A) is due to be published on the Council's Transparency intranet pages on 30 March 2018. Publication of future reports will be timed alongside the annual release of transparency information in October.
10. CBC are publishing statutory requirements but more detailed analysis and action plans will form part of annual equality and diversity reporting.

**Benchmark**

11. As at the 5 March, 74 councils and 9 unitary authorities had published their gender pay gap data. The summary data can be seen in the table below. The mean and median gap figures for CBC (16.10% and 18.15%) sit above the mean for all councils and more specifically unitary authorities but below the maximum. However, it is important to note that relatively few have published and accurate benchmarking cannot take place until after the deadline date of 31 March. In addition, the make-up of a council in terms of the services offered in-house or outsourced will significantly impact the gender profile.

Summary (5 March 2018)		Min of gap figure (%)	Mean of gap figure (%)	Max of gap figure (%)
COUNCILS	Mean difference	-11.0	6.2	26.8
	Median difference	-42.0	3.4	33.6
UNITARY AUTHORITIES	Mean difference	0.5	8.9	16.3
	Median difference	-2.9	9.9	23.3

### **Council Priorities**

12. This report and the attached Gender Pay Gap Statement do not directly support the Council's priorities but meets the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (S12017/353).

### **Corporate Implications**

#### **Legal Implications**

13. This report and the attached Gender Pay Gap Statement meets the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (S12017/353) which requires all public-sector employers with 250 or more employees to publish statutory gender pay gap calculations every year.

14. The Equality and Human Rights Commission can enforce any failure to comply with the Regulations.

#### **Financial Implications**

15. There are no direct implications from this report or the attached Gender Pay Gap Statement.

#### **Equalities Implications**

16. There are no direct implications from this report or the attached Gender Pay Gap Statement 1, however more detailed analysis and action plans will form part of annual equalities and diversity reporting.

### **Appendices:**

Appendix A – Gender Pay Gap Statement March 2017

### **Background Papers:**

None