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COMMITTEE: COUNCIL REF NO: C/17/21
DATE: 21 MARCH 2018
SUBJECT: GENDER PAY GAP APRIL 2017
PORTFOLIO HOLDER: COUNCILLOR MARTIN COOK
HEAD OF SERVICE: HELEN PLUCK

Short description of report content and the decision requested:

This report sets out the Council's Gender Pay Gap as at 1st April 2017 in accordance with the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

List of Appendices included in this report:

a) *Details of the Council's Gender Pay Gap April 2017*

This report has been prepared by

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This report was prepared after consultation with:

Chief Executive

Chief Operating Officer

Portfolio Holder for Resources

The following policies form a context to this report:

(all relevant policies must also be referred to in the body of the report)

LIST OF BACKGROUND PAPERS AS REQUIRED BY LAW

(papers relied on to write the report but which are not published and do not contain exempt information)

OTHER HELPFUL PAPERS

(papers which the report author considers might be helpful – this might include published material)

1. Introduction

- 1.1 Gender Pay Gap legislation introduced in April 2017 requires the Council to publish an annual gender pay gap report.
- 1.2 The gender pay gap shows the difference between the average hourly pay for men and women in our organisation based on the snapshot date of 1st April 2017. This is different from equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.
- 1.3 The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff that were paid on the snapshot date using ordinary pay. Ordinary pay includes salary, hourly pay (i.e. casual employees), market supplements, honorarium payments, acting up allowance, contractual overtime and formal standby payments. Excluded are payments for voluntary overtime, call out fees, informal standby payments, allowances in relation to first aid and statutory officer payments.
- 1.4 Our gender pay gap report can be found at Appendix 1 and is split into five sections:-
 - What is our gender pay gap?
 - How does this compare with others?
 - What is our quartile pay?
 - What is causing our gender pay gap?
 - What are we doing about our gender pay gap?

2. Background

- 2.1 This is the first time that organisations have been required to report their Gender Pay Gap to Government. Any organisation with 250 or more employees is required to report via a government portal by 31st March 2018.
- 2.2 As this is the first time the Council has had to report this data and given the Council's commitment to equality of opportunity, Ipswich Borough Council has chosen to bring its Gender Pay Gap report to Council for consideration prior to the data being submitted to Government.

3. Relevant Policies

3.1 IBC's Pay Policy

3.2 IBC's suite of Human Resources Policies

4. Options Considered / Under Consideration

4.1 It is a statutory requirement to report the Council's Gender Pay Gap.

5. Consultations

5.1 Given that this is a statutory requirement, there is no formal requirement to consult but the report has been shared with all the recognised Unions.

6. Risk Management

Risk Description	Consequence of risk	Risk Controls	Probability of risk occurring taking account of controls (scale 1-6) 6 – very likely 1 – almost impossible	Impact of risk, if it occurred taking account of actions (scale 4 – catastrophic; 1 – negligible)	Actions to mitigate risk
1. Legal Risk of non-compliance	Action against the Council	Submission by 31 st January	2	3	Reviewed Annually
2. Lack of Transparency if not published/	Reputation risk	Formal approval as above & annual reviews	1	2	Published on website following Council approval

7. Environmental Impact Assessment

7.1 There is no environmental impact.

8. Equalities and Diversity Implications

- 8.1 The Gender Pay Gap data shows a small difference between average male and female pay driven by there being more males in the top quartile of pay than females. However, the Council's employment policies mean that jobs of equal value and jobs which are the same are paid equally throughout the organisation. The Gender Pay Gap report at Appendix 1 sets out the steps that the Council has taken and will take to further improve its gender pay gap without losing its robust equal pay arrangements.

9. Financial Considerations

- 9.1 There are no specific financial implications of this report.

10. Legal Considerations

- 10.1 It is a statutory requirement for any organisation with 250 or more employees to report Gender Pay Gap data to Government.

11. Performance Monitoring

- 11.1 This data will be reviewed each year in line with regulations. Action to address the Council's Gender Pay Gap will be included in the forthcoming People Strategy.

12. Conclusions

- 12.1 The Council has a statutory requirement to publish Gender Pay Gap data and has chosen to do this through Council to allow full consideration of the position.

13. Recommendations

- 13.1 Council is asked to note the Gender Pay Gap at 1st April 2017.**