

CABINET

23 November 2017

Gender Pay Gap Report

Cabinet Member: Cllr. Margaret Squires, Cabinet Member for the Working Environment and Support Services.

Responsible Officer(s): Jane Cottrell, Group Manager for Human Resources

Reason for Report: To advise the Cabinet of the Pay Gap between male and female employees as at 31 March 2017.

RECOMMENDATION: The Cabinet is asked to recommend to Council that this report be noted.

Relationship to Corporate Plan: This report highlights the Gender Pay Gap and as such supports our public sector equality duty.

Financial Implications: None arising from this report

Legal Implications: To comply with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 reporting requirements for public-sector employers.

Equalities: This is considered throughout this report.

1.0 Introduction

1.1 From 6 April 2017 employers in Great Britain with more than 250 staff will be required by law to publish the following four types of figures annually on their own website and on a government website by 30 March 2018.

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

2.0 Pay quartiles by gender

2.1 The Mid Devon District Council figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2.2 Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Quartile	Males	Females	Description
1	55%	45%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	40%	60%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	45%	55%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4	50%	50%	Includes all employees whose standard hourly rate places them above the upper quartile

2.3 Mid Devon District Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

2.4 Mid Devon District Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

3.0 Mid Devon District Council's Gender Pay Gap

	Mean average Hourly Rate	Median Hourly Rate	Average
Male	£11.77	£11.27	
Female	£11.81	£11.07	
HMRC %	-0.366	1.77	

3.1 The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%; at -0.366% Mid Devon District Council's mean gender pay gap is, therefore, significantly lower than that for the whole economy.

3.2 The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%; at 1.77%, Mid Devon District Council's median gender pay gap is, therefore, significantly lower than that for the whole economy.

4.0 **Annual Reporting**

4.1 It is proposed that future Gender Pay Gap reporting will form part of the annual Pay Policy.

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Circulation of the Report: Cllr M Squires; Leadership Team