



POLICY AND RESOURCES COMMITTEE

Wednesday, 17 March 2021

REPORT TITLE:	GENDER PAY GAP REPORT
REPORT OF:	DIRECTOR OF RESOURCES

REPORT SUMMARY

In line with the Equality Act 2010 (the Act), the purpose of the Council's Gender Pay Gap Report is to provide transparency with regard to the average difference between earnings of women and men.

The report must be published by 31 March each year, reflecting the gender pay gap as at March the previous year. This report reflects the position as at March 2020.

This matter affects all wards in the borough.

RECOMMENDATION/S

The Policy and Resources Committee are asked to note and endorse the publication of the Gender Pay Gap report.

SUPPORTING INFORMATION

1.0 REASON/S FOR RECOMMENDATION/S

- 1.1 The Council is required by law (The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) to publish an annual gender pay gap report.

2.0 OTHER OPTIONS CONSIDERED

- 2.1 No other options were considered as the Gender Pay Gap report is a requirement of the Equality Act 2010.

3.0 BACKGROUND INFORMATION

- 3.1 Gender pay is not about equal pay. Unequal pay means that individual women and men are not getting equal pay for doing equal work. The gender pay gap shows the average difference between the earnings of women and men. It has a number of contributory factors, most of which are more about the kinds of industries and jobs open to women than about the ways in which men and women are paid.
- 3.2 Just because there is a gender pay gap does not make it unlawful. Having a gender pay gap does not mean the Council is discriminating in relation to gender pay.
- 3.3 A gender pay gap is not solely the result of pay practices. It is about much broader influences. Gender pay gaps are the outcome of economic, cultural, social and educational factors.
- 3.4 The Council's median gender pay gap for 2019 was 10.9% which compared favourably to the national average of 15.5% for other public sector organisations.
- 3.5 Wirral's 2020 median gender pay gap improved from 10.9% to 4.8%, whilst the mean gender pay gap also narrowed from 6.9% to 4.9%.
- 3.6 The gender profile was unchanged for the third consecutive year and there was no significant shift in the gender quartile profiles except in the upper quartile where there was an increase in the percentage of females from 56% in 2019 to 61% in 2020. This reversed the trend of the previous year which saw an increase in the percentage of males in the upper quartile from 42.8% to 44.5%.
- 3.7 During 2018/19 a re-structuring exercise, primarily in back office support services, was a contributing factor to this shift with 42 females promoted or recruited in the upper quartile compared to 25 males.
- 3.8 The launch of several personal development initiatives for managers and those aspiring to move into a management role has provided an opportunity for women to continue to steadily progress through the pay grades.
- 3.9 In a time of significant change for the workforce, talent management, health and wellbeing and flexible working have been a priority, all of which contribute towards addressing the gender pay gap.

4.0 FINANCIAL IMPLICATIONS

- 4.1 There are no direct financial implications arising from this report.

5.0 LEGAL IMPLICATIONS

- 5.1 The Council is required by law (The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) to publish an annual gender pay gap report by 31 March.

6.0 RESOURCE IMPLICATIONS: STAFFING, ICT AND ASSETS

- 6.1 There are no direct resource implications arising from this report.

7.0 RELEVANT RISKS

- 7.1 The Council is required to prepare and publish an annual Gender Pay Gap Report for 2020 by 31 March 2021.
- 7.2 The Council's current gender pay gap compares favourably to the national averages and other public sector organisations. The Council will continue to analyse and compare the outcomes of the gender pay gap annually and consider any actions that may address the gap.

8.0 ENGAGEMENT/CONSULTATION

- 8.1 The Trade Unions have been consulted.

9.0 EQUALITY IMPLICATIONS

- 9.1 Wirral Council has a legal requirement to make sure its policies, and the way it carries out its work, do not discriminate against anyone. An Equality Impact Assessment is a tool to help council services identify steps they can take to ensure equality for anyone who might be affected by a particular policy, decision or activity.
- 9.2 Based on the outcomes of the Gender Pay Gap report 2020, the Council will undertake further analysis and benchmarking to identify any actions that may address the pay gap differential.

10.0 ENVIRONMENT AND CLIMATE IMPLICATIONS

- 10.1 The content and recommendations contained within this report are expected to have no impact on emissions of greenhouse gases.

REPORT AUTHOR: **Tony Williams**
(Assistant Director, Human Resources and Organisational Development)
email: tonywilliams@wirral.gov.uk

APPENDICES

Appendix 1 Gender Pay Gap Report

BACKGROUND PAPERS

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

<https://www.legislation.gov.uk/ukdsi/2017/9780111152010>

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Employment and Appointments Committee	5 March 2019
Employment and Appointments Committee	3 March 2020