

Employment and Appointments Committee**5 March 2019**

REPORT TITLE	GENDER PAY GAP REPORT 2018
REPORT OF	DIRECTOR OF CHANGE AND ORGANISATIONAL DESIGN

1.0 REPORT SUMMARY

1.1 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.

2.0 RECOMMENDATION/S

2.1 The Employment and Appointments Committee are asked to:

- Note the Gender Pay Gap report and the reasons for the change in gap.

3.0 REASON/S FOR RECOMMENDATION/S

3.1 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.

4.0 OTHER OPTIONS CONSIDERED

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

5.0 BACKGROUND INFORMATION

5.1 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.

5.2 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 against women.

5.3 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, societal and educational factors.

6.0 FINANCIAL IMPLICATIONS

6.1 None.

7.0 LEGAL IMPLICATIONS

7.1 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.

8.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS

8.1 None.

9.0 RELEVANT RISKS

9.1 The Council is required to prepare and publish an annual Gender Pay Gap Report for 2018 by 31 March 2019.

9.2 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.

10.0 ENGAGEMENT/CONSULTATION

10.1 The Trade Unions have been consulted.

11.0 EQUALITY IMPLICATIONS

11.1 Based on the outcomes of the report, the Council will undertake further analysis and detailed benchmarking to identify any actions that may address the pay gap differential.

REPORT AUTHOR: Tony Williams
Head of Human Resources
telephone: 0151 691 8165
email: tonywilliams@wirral.gov.uk

APPENDICES

1) The Gender Pay Gap Report 2018