



Employment and Appointments Committee
Tuesday, 3 March 2020

REPORT TITLE:	Gender Pay Gap Report
REPORT OF:	Head of Human 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 2019.

This matter affects all wards in the borough.

RECOMMENDATION/S

The Employment and Appointments Committee are asked to note 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, societal and educational factors.
- 3.4 The Council's median gender pay gap for 2018 was 10.9% which compared favourably to the national average of 17.3% for other public sector organisations.
- 3.5 Wirral's 2019 median gender pay gap remained at 10.9%, whilst the mean gender pay gap widened slightly compared with 2018 from 6.3% to 6.9%.
- 3.6 The gender profile was unchanged 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 males from 42.8% in 2018 to 44.5% in 2019.
- 3.7 However, this is not the result of a change to pay policy or grading inequality, it is the result of organisational change as the Council continues to explore and implement different ways of providing services.

4.0 FINANCIAL IMPLICATIONS

- 4.1 None.

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.

6.0 RESOURCE IMPLICATIONS: STAFFING, ICT AND ASSETS

6.1 None.

7.0 RELEVANT RISKS

7.1 The Council is required to prepare and publish an annual Gender Pay Gap Report for 2019 by 31 March 2020.

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 Based on the outcomes of the Gender Pay Gap report 2019, the Council will undertake further analysis and detailed 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.

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APPENDICES

Appendix 1 – Gender Pay Gap Report

BACKGROUND PAPERS

None

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Employment and Appointments Committee	5 March 2019