



POLICY AND RESOURCES COMMITTEE

6 NOVEMBER 2024

REPORT TITLE:	GENDER PAY GAP REPORT
REPORT OF:	DIRECTOR OF LAW & CORPORATE SERVICES

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 2024.

The annual Gender Pay Gap report supports the effective delivery of the Council Plan by ensuring the Council has a fair and equitable approach to pay for all its employees. The Council's employees are here to help make the Council's ambitions a reality, to achieve the goals and priorities set out in the Council Plan.

This report does not require a key decision, the matter affects all wards in the borough.

RECOMMENDATION/S

The Policy & Resources Committee is recommended 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 If there is a gender pay gap, this 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 (the middle of the pay scale) gender pay gap for 2024 was 1.55%. The national average gender pay gap for other public organisations is not yet available. The median gender pay gap has decreased from 6.48% in 2023 whilst the mean (average) gender pay gap also decreased from 4.65% to 3.68%.
- 3.5 The gender profile has remained steady for the fifth consecutive year, 65% female and 35% male. There was no significant shift in the gender quartile profiles and there was a continued positive trend of an increase in the number of females in both the upper mid and upper quartiles. The percentage of full-time female workers increased for the second year from 35.29% to 36.7%.
- 3.5.1 In a time of continued significant change, the Council has developed and promoted a range of workforce strategies, including new ways of working, health and wellbeing initiatives, all underpinned by the organisation's People Strategy and Talent Strategy. The People Strategy has five themes, that when delivered together ensure the Council has the right skills and capability both for now and for the future, but also the right culture for everyone to thrive. They are based on what officers understand and informed by in staff views and comments, which creates a great place to work. They also build on the solid organisational foundations and great practice that already exists at Wirral.

- 3.6 The Talent Strategy has three themes, that when delivered together will help the Council to attract, develop and retain talent so that the Council has the right people, with the right skills, attitudes and behaviours at the right time to meet the Council's challenges and make the most of the opportunities the Council will face over the coming years. The strategy is contributing towards addressing the gender pay gap by recognising that talent is everywhere in the organisation and promoting an inclusive approach to talent development where, based on the needs of services, people will have equal opportunity to think, create, learn, grow, network, progress and thrive. The Council will continue to strengthen its workforce planning activity through the lens of its workforce profile, workforce monitoring and engagement with the workforce.
- 3.7 As a major anchor employer in the area, the Council recognises the importance of being a place leader for diversity, fairness and inclusion. As such the Council, as part of its Talent Strategy, has created a range of talent pipelines that support, foster and grow a diverse and inclusive work environment, and help residents to access job opportunities at Wirral. The talent pipelines will support local job seekers who may face challenges getting into employment including unemployed residents, young people who are not in employment or education, care leavers and vulnerable groups such as individuals who are neurodiverse or have learning difficulties.
- 3.8 The Council will work closely with established Staff Inclusion Forum and employee network groups who provide important feedback about general and specific issues. The network groups are instrumental in developing and implementing strategies to eliminate discrimination and promote equality of opportunity within the Council. Many of these groups have specific identification with protected characteristics. A number of the network groups relate to areas that impact different parts of the workforces ability to be at work such as the carers network, menopause groups etc.

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 2024 by 31 March 2025.
- 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 and note the Gender Pay Gap Report 2024.

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 2024, 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.

11.0 COMMUNITY WEALTH BUILDING IMPLICATIONS

11.1 The gender pay gap compares favourably to the national averages and other public sector organisations which is favourable to the local economy.

REPORT AUTHOR: **Jenny Woods**
Business Partner & HR Operations Manager
email: jenniferwoods@wirral.gov.uk

APPENDICES

Appendix 1 Gender Pay Gap Report 2024

TERMS OF REFERENCE

This report is being considered by Policy and Resources Committee in accordance with section 1.2(a) of its Terms of Reference, to formulate, co-ordinate and implement corporate policies and strategies.

BACKGROUND PAPERS

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
The Gender Pay Gap 2021

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
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Senior Officer and Staffing Appointments Sub-Committee
Senior Officer and Staffing Appointments Sub-Committee
Policy & Resources Committee

5 December 2023
25 March 2022
17 March 2021