



## **SENIOR OFFICER APPOINTMENTS AND STAFFING SUB-COMMITTEE**

**Tuesday 5 December 2023**

<b>REPORT TITLE:</b>	<b>GENDER PAY GAP REPORT</b>
<b>REPORT OF:</b>	<b>DIRECTOR OF LAW AND GOVERNANCE</b>

### **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 2023.

The annual Gender Pay Gap report supports the effective delivery of the Wirral Plan 2021-2026 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 Wirral Plan.

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

### **RECOMMENDATION/S**

The Senior Officer Appointment and Staffing Sub-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 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 2023 was 6.48% which compared favourably to the national average of 14.3% for other public sector organisations. The median gender pay gap has increased from 5.01% in 2022 whilst the mean gender pay gap also increased slightly from 4.4% to 4.65%.
- 3.5 The gender profile has remained steady for the fifth consecutive year, 64% female and 36% 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 34.68% to 35.29%.
- 3.6 As a council we work closely with our established Staff Inclusion Forum and employee network groups who provide important feedback to us about general and specific issues and 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 but also a number relate to areas that impact different groups of the workforce ability to be at work such as our carers network, menopause groups etc.
- 3.7 The Council has continued to develop and promote a range of workforce strategies, including hybrid working, health and wellbeing initiatives and talent attraction and

management, for example, Apprenticeships, Traineeships, Graduate Schemes have once again featured as part of the wider workforce plan with targeted recruitment campaigns. These strategies contribute towards addressing the gender pay gap by enabling the Council to recruit and retain talent. We will continue to strengthen our workforce planning activity through the lens of our workforce profile, workforce monitoring and the continued development of our talent Strategy.

#### **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 2023 by 31 March 2024.

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 2023.

#### **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 2023, 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.

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## APPENDICES

Appendix 1 Gender Pay Gap Report 2023

## TERMS OF REFERENCE

The matter is being considered by the Senior Officer Appointment and Staffing Sub-Committee in accordance with section 1.5(a) of the Terms of Reference 'A Sub-Committee of members of the Policy and Resources, with delegated authority to recommend or make appointments and related matters in respect of chief officers, as set out at Part 4(7) of the Constitution, together with oversight of employment policies, terms and conditions.'

## BACKGROUND PAPERS

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

## SUBJECT HISTORY (last 3 years)

<b>Council Meeting</b>	<b>Date</b>
Senior Officer and Staffing Appointments Sub-Committee	15 March 2023
Senior Officer and Staffing Appointments Sub-Committee	25 March 2022
Policy & Resource Committee	17 March 2021
Employment and Appointments Committee	3 March 2020
Employment and Appointments Committee	5 March 2019