

Gender Pay Gap Report and Action Plan

Purpose of report

For information.

Summary

Following the first set of gender pay gap figures produced and published in April 2018, the HR team have produced the recent gender pay gap data (**Appendix A**), published on the LGA's website in April 2019.

Recommendation

That the LGA Leadership Board note the LGA's gender pay gap figures.

Action

As directed by Members.

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Background

1. In April 2018, the legal requirement to publish gender pay gap data for all organisations with over 250 employees came into force. Due to the size of the separate employing bodies within the LGA, we are not required to publish our report on the public government website, but in the interests of transparency we publish the data on our own website.
2. The headline figures in **Appendix A** show
 - 2.1. the figures published in April 2018, which provide a snapshot of the pay gap as of 31 March 2017;
 - 2.2. the figures published in April 2019, which provide a snapshot of the pay gap as at 31 March 2018; and
 - 2.3. interim figures calculated using data from September 2018 (not published).
3. Pay gap data and is presented to the Strategic Management Team on a 6 monthly basis along with an update on the action plan.

Analysis

4. **Appendix A** shows a downward trend in the gender pay gap since 2017. However the median figure of 25.85 per cent is still higher than the national overall median figure of 18.4%.
5. The representation of women varies between the different levels of the organisation, shown in the proportion of women in each pay quartile. In the interim figures this has decreased in the upper middle quartile range (approx. Grades 6 and 7) and increased in the lower middle quartile range (approx. Grades 4 and 5). There is a higher proportion of women in the lower quartiles. In reviewing these figures it is important to understand that given the size of the LGA, a small number of appointments can have a relatively significant impact on the statistics.
6. Research carried out by the charity Business in the Community shows that employers are not the only cause of the gender pay gap and that societal as well as educational factors also contribute. However employers can play a significant role by understanding and taking action to address the main contributors the gender pay gap, which Business in the Community lists as:
 - 6.1. Bias in recruitment, promotion and compensation – for example men recruited on potential, whereas women recruited on past experience which they must demonstrate.

- 6.2. Skewed perception of leadership with a tendency for women to make lateral moves rather than make upward career choices, often through lack of suitable role models
 - 6.3. Tendency for male and female careers to diverge at the point of family, often due to poor communication and support from employers at re-entry into workplace, a lack of opportunity for shared caring and shortage of quality part-time roles
7. The Government Equalities Office advice for employers provides examples of evidence-based interventions to address the gender pay gap, divided into five key areas. These form the basis of the LGA's action plan:
- 7.1 Improved recruitment and outreach with actions taken to minimise bias;
 - 7.2 Key leadership and progression programmes;
 - 7.3 Continual promotion of flexible and agile working;
 - 7.4 Supporting and enabling parents and carers; and
 - 7.5 Greater focus on transparency and management accountability for diversity
8. An update on the LGA's Gender Pay Gap and action plan has been presented at Employee Forum and on the Wire, the LGA's intranet, for staff to review.

Next steps

9. The HR team is in the process of setting up a cross-organisational Equality, Diversity and Inclusion Working Group. The Working Group will represent a balance of views including those relating to gender and gender identity, ethnicity, employees with caring responsibilities and those employees with a disability. It will also be responsible for working with HR to oversee delivery of the gender pay gap action plan.