

Report for: **Staffing and Remuneration Committee** **- 1 December**
2020

Title: **Gender Pay Gap Reporting**

Report
authorised by: Dan Paul, Chief People Officer

Lead Officer: Ian Morgan, Reward Strategy Manager

Ward(s) affected: **N/A**

**Report for Key/
Non Key Decision:** **N/A**

1. Describe the issue under consideration

- 1.1 The Council is required to publish and report its Gender Pay Gap figures on a yearly basis, in order to comply with the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
- 1.2 The attached Gender Pay Gap Data Analysis provides an update due for publication by March 2021.

2. Cabinet Member Introduction

Not required for the S&R Committee.

3. Recommendations

- 3.1. To note the final results of the Gender Pay Gap report before we report on the government portal and to be aware that following publication the Council may receive both external and internal interest in the data.

4. Reason for decision

- 4.1. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 sets out that the gender pay gap report for public authorities, which have 250 or more employees on the 31st March 2020, is required to be published no later than 30th March 2021. The report must be based on data as at 31st March 2020.

5. Alternative options considered

- 5.1. Not Applicable

6. Background information

- 6.1. The Equality Act 2010 requires all relevant employers to prepare and publish specific figures regarding their Gender Pay Gap.

- 6.2. Under this legislation, the Council is obliged to report publicly every year on the differences in aggregate pay and bonuses of men and women.
- 6.3. Gender Pay Gap is concerned with variances in the average earnings of men and women, regardless of role or seniority. It is a broader measure of capturing not only equal pay issues within organisation but also any pay inequalities resulting from variances in the sorts of jobs performed by both men and women and the gender composition of the workforce by seniority.
- 6.4. The Council will need to publish figures confirming the following:
 - 6.4.1. Gender pay gap in mean hourly pay
 - 6.4.2. Gender pay gap in median hourly pay
 - 6.4.3. Mean bonus pay gender pay gap
 - 6.4.4. Median bonus pay gender pay gap
 - 6.4.5. Proportion of males and females receiving bonus pay
 - 6.4.6. Proportion of males and females in each quartile pay band
- 6.5. In undertaking the relevant calculations we can confirm the following:
 - 6.5.1. The median difference between the hourly rate of males and females is 4.1% (0.76p). The Equality and Human Rights Commission do not regard this as statistically significant being less than +/- 5%.
 - 6.5.2. The mean difference between the hourly rate of males and females is 5.3% (£1.10).
 - 6.5.3. The Council does not operate a bonus payment scheme and therefore does not have a gender pay gap for this. A return of 0% has been recorded against this.
 - 6.5.4. We do not foresee any major issues or risks arising from publishing our Gender Pay Gap data, as it appears that we do not have a high Gender Pay Gap.
 - 6.5.5. Full details of the Council's Gender Pay Gap can be found in Appendix A.
 - 6.5.6. A summary of our returns for the last four years can be found in Appendix B.
- 6.6. There are possible risks and issues that could arise from the publication of the details Council's Gender Pay Gap analysis, however, it is a legal requirement for all relevant employers to publish figures regarding their gender pay gap. Failing to report within one year of the snapshot date is unlawful and the Equality and Human Rights Commission has the authority to enforce any failure to comply with regulations. Moreover, not reporting or reporting a significant gap in pay figures may lead to reputational damage for the Council and issues attracting talent.

7. Contribution to strategic outcomes

- 7.1. Gender Pay Gap Reporting is an annual requirement in order to comply with the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

8. Statutory Officers' comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Assistant Director of Corporate Governance Comments

The Assistant Director of Corporate Governance has been consulted in the preparation of this report. Legal Services has been involved in reviewing the proposed Gender Pay Gap Policy and confirms that it complies with all relevant legislation.

Chief Finance Officer Comments

There are no direct financial implications arising from this report.

Equalities Comments

- 8.1. The Council has a public sector equality duty under the Equality Act 2010 to have due regard to the need to:
- 8.1.1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act.
 - 8.1.2. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
 - 8.1.3. Foster good relations between people who share a relevant protected characteristic and people who do not share it;
 - 8.1.4. A "relevant protected characteristic" is age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

9. Use of Appendices

- 9.1. Appendix A - Haringey Council's 2020 Gender Pay Gap Data Analysis
- 9.2. Appendix B - Haringey Council's Gender Pay Gap Summary

10. Local Government (Access to Information) Act 1985

Not Applicable

Appendix A – Haringey Council's 2020 Gender Pay Gap Analysis

Gender Pay Gap Reporting - 31st March 2020				Haringey			
Statutory Reporting Data				Extra Data for London Councils Benchmarking			
Pay Rates		Gender Pay Gap		Female Pay as a percentage of Male Pay	Hourly Rate (Female)	Hourly Rate (Male)	Difference
Mean Hourly Rate		5.3%		94.7%	£19.63	£20.73	£1.10
Median Hourly Rate		4.1%		95.9%	£17.72	£18.48	£0.76
Pay Quartile Information				Workforce Composition			
Pay Quartiles	Female	Male	Total	Female Headcount	Male Headcount	Total Headcount	
Proportion of females and males paid above the 75th percentile.	59%	41%	100%	310	218	528	
Proportion of females and males paid between the median and 75th percentile.	66%	34%	100%	351	177	528	
Proportion of females and males paid between the median and 25th percentile.	71%	29%	100%	374	154	528	
Proportion of females and males paid below the 25th percentile.	61%	39%	100%	324	205	529	
Bonus Information				Additional Information			
Bonus Pay		Gender Bonus Gap		Female Bonus as a % of Male Bonus	Bonus Pay (Female)	Bonus Pay (Male)	Difference
Mean Bonus		0.0%		100.0%	£0.00	£0.00	£0.00
Median Bonus		0.0%		100.0%	£0.00	£0.00	£0.00
Bonuses paid							
Females paid a bonus as % of all females		0%					
Males paid a bonus as % of all males		0%					

Appendix B- Haringey Council's Gender Pay Gap Summary

Gender Pay Gap Reporting Summary				
Period	31 March 2020	31 March 2019	31 March 2018	31 March 2017
Mean				
Gender Pay Gap	5.3%	6.9%	3.9%	1.0%
Female Hourly Rate	£19.63	£18.87	£18.35	£18.70
Male Hourly Rate	£20.73	£20.27	£19.10	£18.89
Difference	£1.10	£1.40	£0.75	£0.19
Female Pay as a % of Male Pay	94.7%	93.1%	96.1%	99.0%
Median				
Gender Pay Gap	4.1%	6.8%	0.0%	1.9%
Female Hourly Rate	£17.72	£17.37	£17.03	£16.86
Male Hourly Rate	£18.48	£18.63	£17.03	£17.19
Difference	£0.76	£1.26	£0.00	£0.33
Female Pay as a % of Male Pay	95.9%	93.2%	100.0%	98.1%