

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

3 APRIL 2018

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| Title of paper: | Gender Pay Gap Report | |
| Director(s)/ Corporate Director(s): | Richard Henderson – Director of HR and Transformation Candida Brudenell – Corporate Director Strategy and Resources | Wards affected: N/A |
| Report author(s) and contact details: | Imogeen Denton – Equality & Community Relations Lead Imogeen.Denton@nottinghamcity.gov.uk 0115 8762747 | |
| Other colleagues who have provided input: | N/A | |
| Date of consultation with Portfolio Holder(s) (if relevant) | N/A | |
| Relevant Council Plan Key Theme: | | |
| Strategic Regeneration and Development | | <input type="checkbox"/> |
| Schools | | <input type="checkbox"/> |
| Planning and Housing | | <input type="checkbox"/> |
| Community Services | | <input type="checkbox"/> |
| Energy, Sustainability and Customer | | <input type="checkbox"/> |
| Jobs, Growth and Transport | | X |
| Adults, Health and Community Sector | | <input type="checkbox"/> |
| Children, Early Intervention and Early Years | | <input type="checkbox"/> |
| Leisure and Culture | | <input type="checkbox"/> |
| Resources and Neighbourhood Regeneration | | <input type="checkbox"/> |
| Summary of issues (including benefits to citizens/service users): | | |
| The Council is required by law to report on the organisation’s Gender Pay Gap (Equality Act 2010). This is the difference between the average earnings of men and women expressed as a percentage of men’s earnings. | | |
| Recommendation(s): | | |
| 1 | It is recommended that the Committee note the content of this report, which includes details of the Council’s Gender Pay Gap, information regarding bonuses received by men and women, and details regarding males and females employed at different levels in the organisation. | |

1 REASONS FOR RECOMMENDATIONS

- 1.1 Nottingham City Council (NCC) is required by the Equality Act 2010 to report on the organisation’s Gender Pay Gap. This information must be published annually on the Council’s website and on the designated government website by 30th March 2018.

2 BACKGROUND

- 2.1 The Gender Pay Gap (GPG) is the difference between the average earnings of men and women expressed as a percentage of men’s earnings. This is different to equal pay i.e. the difference in pay between men and women who perform in the same or similar roles.

2.2 Through GPG reporting, it is possible to gain a better understanding of the levels of gender equality in the Council, as well as an indication of how effectively talent is being maximised and rewarded in the workplace. The report also provides an overview of the balance of male and female employees at different levels of the organisation.

2.3 Guidance published jointly by the Advisory, Conciliation and Arbitration Service (ACAS) and the Government Equalities Office (GEO) has been used to calculate the data that must be published, summarised as follows:

2.3.1 Difference between the mean and median hourly rates of pay that males and females receive

| | |
|-------------------------|-------------|
| ○ Mean male | £12.81 |
| ○ Mean female | £12.27 |
| ○ Gender Pay Gap | 4.2% |
| ○ Median male | £10.88 |
| ○ Median female | £10.59 |
| ○ Gender Pay Gap | 2.6% |

In the highest and lowest quartiles (see below) males earn more than females by a large enough margin to raise their mean hourly rate, resulting in the GPG illustrated above.

2.3.2 Difference between the annual mean and median bonuses that males and females receive

| | |
|-------------------------|----------------|
| ○ Mean bonus males | £457.86 |
| ○ Mean bonus females | £965.42 |
| ○ Gender Pay Gap | -110.9% |
| ○ Median bonus males | £248.77 |
| ○ Median bonus females | £806.12 |
| ○ Gender Pay Gap | -224.04 |

Proportion of males and females receiving a bonus payment

| | | |
|-----------|------|------|
| ○ Males | 0.5% | (14) |
| ○ Females | 0.4% | (16) |

The bonus figures relate to a small number of employees in two different areas of NCC. In the first area - Enviroenergy, the Council had to pay a power generation bonus, protected under TUPE regulations. This payment ended in May 2016 and will no longer feature in future GPG reports. The second area relates to the Theatre Royal Concert Hall (TRCH), where employees earn commission for concessions sold to theatregoers. There are more females in this area than there are males, and the bonus amounts paid in the TRCH are higher than those earned in Enviroenergy.

2.3.3 Proportion of males and females in each quartile pay band

| | | |
|--------------|-------|---------|
| Lower | | |
| ○ Male | 35.9% | (585) |
| ○ Female | 64.1% | (1,043) |
| Lower Middle | | |
| ○ Male | 40.2% | (655) |
| ○ Female | 59.8% | (973) |
| Upper Middle | | |
| ○ Male | 39.3% | (639) |
| ○ Female | 60.7% | (989) |
| Upper | | |
| ○ Male | 41.9% | (682) |
| ○ Female | 58.1% | (946) |

- 2.4 The above calculations relate to 'full –pay relevant employees' i.e. any employee who was employed on the snapshot date of 31st March 2017 and who was paid their usual full basic pay during the relevant pay period. It should be noted that the snapshot date occurred prior to the implementation of the Councils new terms and conditions, which came into effect in April 2017.

| | | |
|------------------------------------|-------|---------|
| No. of full-pay relevant employees | | 6,512 |
| ○ Male | 39.3% | (2,561) |
| ○ Female | 60.7% | (3,951) |

- 2.5 A number of measures have already been taken to help minimise the GPG such as implementing flexible working and family friendly policies; providing training on unconscious bias and creating skills development opportunities. Future activity will include a review of SLMG pay, terms and conditions; workforce planning to help increase the numbers of women in senior roles; and working with organisations where the Council is a key stakeholder to encourage them to publish GPG reports e.g. Nottingham Revs & Bens, Robin Hood Energy and Nottingham City Transport.

3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

- 3.1 Gender Pay Gap reporting is required by law, therefore no alternative options have been considered.

4 FINANCE COLLEAGUE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)

- 4.1 None.

5 LEGAL AND PROCUREMENT COLLEAGUE COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)

- 5.1 None.

6 STRATEGIC ASSETS & PROPERTY COLLEAGUE COMMENTS (FOR DECISION RELATING TO ALL PROPERTY ASSETS AND ASSOCIATED INFRASTRUCTURE) (AREA COMMITTEE REPORTS ONLY)

6.1 None.

7 EQUALITY IMPACT ASSESSMENT

7.1 Has the equality impact of the proposals in this report been assessed?

No

An EIA is not required because:

Gender Pay Gap reporting will help the Council to advance equality in line with the Public Sector Equality Duty. It will have a positive impact on women, many of whom may have multiple protected characteristics as defined by the Equality Act 2010.

8 LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

None.

9 PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

9.1 *Equality Act (2010); ACAS & Government Equalities Office, Managing Gender Pay Reporting (2017).*