

TONBRIDGE & MALLING BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

29 January 2018

Report of the Director of Central Services

Part 1- Public

Matters for Information

1 GENDER PAY GAP REPORT 2016 – 2017

This report summarises the legislative context for gender pay gap reporting, and incorporates the outcomes of the gender pay gap analysis for 2016/17.

1.1 Introduction

1.1.1 In 2017 legislation was introduced making it a statutory responsibility for organisations with 250 or more employees to report annually on their gender pay gap. Councils are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations require the Council to publish its gender pay gap data by 31 March 2018, and then annually, including mean and median gender pay gaps and the proportions of male and female employees in each pay quartile.

1.1.2 The gender pay gap shows the difference in average pay between men and women in the workforce. It is different from equal pay which deals with the pay differences between men and women who carry out the same jobs, or similar jobs or work of equal value. As Members are aware, this Council has a long standing commitment to equal pay which is enshrined in its job evaluation system. This is evidenced in the Tables in Annex 1 by the fact that in the two top pay quartiles there is an almost equal number of men and women (63 and 64 respectively).

1.2 Gender Pay Gap Analysis

1.2.1 As Members will discern from the tables in Annex 1 the overall mean gender pay gap is 23.9%, and the median gender pay gap is 33.6%. As Members will discern from the data in these tables shows there is a statistically significant higher proportion of women than men in junior pay grades (98 and 29 respectively). This of course affects the mean and median pay for each gender and accounts for the gender pay gaps.

1.3 Legal Implications

1.3.1 The data included in this report has been calculated and presented according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

1.4 Financial and Value for Money Considerations

- 1.4.1 The regulations also require those authorities that award bonuses to publish the mean and median gender bonus gaps and the proportion of men and women who receive bonuses. There is no record of such gaps in the above tables as this Council does not operate a performance related or total contribution pay scheme, and therefore does not award bonuses to staff.

1.5 Risk Assessment

- 1.5.1 The Council's grading structure is such that in most pay grades there are a maximum of 4 increments; which assists with internal equity.
- 1.5.2 The Council supports flexible working, for both men and women, such as job-sharing, part time working, and flexible retirement.

1.6 Recommendations

- 1.6.1 The Committee is commended to note the outcomes of the gender pay gap analysis as reported in Section 1:2 of this report.

Background papers:

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Nil

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