

Pay Gap Reporting

To: Staffing and Appeals Committee

Meeting Date: 22nd February 2022

From: Janet Atkin, Assistant Director HR Services

Purpose: The purpose of this report is to report the gender pay gap publication to ensure compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Recommendations: Staffing and Appeals Committee is asked to consider the report and recommend the Pay Gap Report 2021 (Appendix 1) to Council on 15 March 2022 for approval.

Officer contact:

Name: Janet Atkin
Post: Assistant Director HR Services
Email: janet.atkin@cambridgeshire.gov.uk
Tel: 07775 024309

Member contact:

Names: Councillor Edna Murphy
Post: Chair
Edna.murphy@cambridgeshire.gov.uk
Tel: 01223 706398

1.0 Background

- 1.1 The Equality Act 2010 provides the legislation by which we are required to publish a number of calculations that show the difference between the average earnings of men and women in our Council; it does not involve publishing individual employees' data. The data used for the calculations is the Council's pay data as of 31st March 2021.
- 1.2 At the Full Council meeting in July 2020, our Councillors gave their full backing to tackling racial inequality and racism within the Council and unanimously agreed a motion that racism in all forms, both structural and in individuals, is a serious problem and set out a number of specific actions to address this. One of these actions is to report annually on the Council's ethnicity pay gap, and this has been included in the pay gap report outlined in Appendix 1.

2.0 Gender Pay Gap

- 2.1 Gender pay reporting is used to assess the levels of gender equality in the workplace and the balance of male and female employees at different levels of the Council.
- 2.2 The data shows the Council's mean gender pay gap is 9.6%. Last year our mean gender pay gap was 7.3%. The mean gender pay gap is the difference between the average hourly earnings of men and women.
- 2.3 The Council's median gender pay gap is 8.6%. Last year our median gender pay gap was 8.9%. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

3.0 Ethnicity Pay Gap

- 3.1 It is likely that reporting an ethnicity pay gap will be a mandatory requirement in future but when and how this will work, with organisations using different classifications, and that disclosing their ethnic origin is voluntary for employees, remains to be defined by Central Government. As such, the method in which we report the ethnicity pay gap may differ in future from how we have approached it in this report if reporting becomes legislative with defined criteria.
- 3.2 Our ethnicity pay gap is calculated in a similar format to the gender pay gap process, comparing the number of employees disclosing their ethnicity against the earnings of employees who are white, and excluding those who have opted to 'prefer not to say' or who have not disclosed any information on their ethnicity.
- 3.3 The data shows the Council's mean ethnicity pay gap is 2.5%, the same as last year's calculation.
- 3.4 The Council's median ethnicity pay gap is also the same as last year at -2.9%. This suggests that our pay gap is in favour of employees who have disclosed they are of an ethnic origin other than "white".

- 3.5 Whilst it is pleasing that the median ethnicity pay gap in particular is positive, it should be noted that the figures could be skewed as we do not hold data for 1 in 4 of our employees. Further efforts have been made to encourage people to share this information, in a joint approach with the Equality and Diversity Network.

4.0 Progress Against Actions

- 4.1 The actions developed to reduce our gender pay gap are managed by the Council's People Strategy Board. This action plan has been updated to incorporate ethnicity pay gap actions and will be the subject of further scrutiny and discussion given the latest reported position.
- 4.2 Members will continue to be updated on progress against these actions through an annual review at Staffing and Appeals Committee. An update on progress with actions can be found alongside further detail and analysis on our pay gaps in Appendix 2.

5.0 Source documents

- 5.1 Gender Pay Gap Report – Appendix 1.