

Agenda Item 95.

TITLE Gender Pay Gap report

FOR CONSIDERATION BY Personnel Board on 13 March 2019

WARD None Specific

LEAD OFFICER Deputy Chief Executive - Graham Ebers

OUTCOME / BENEFITS TO THE COMMUNITY
Compliance with statutory requirements
RECOMMENDATION
To note the Gender Pay Gap report that will be published before 31 March 2019.
SUMMARY OF REPORT
Members are asked to note the Gender Pay Gap report that will be published on our website before 31 March 2019.

Background

Gender pay gap requires employers with 250 or more employees to publish various figures to demonstrate how large the pay gap is between their male and female employees. As a public sector organisation this demonstrates our compliance under the Public Sector Equality Duty.

Attached is Wokingham Borough Council's report which has to be published no later than 31 March 2019. The data is a snapshot in time and explained in the report.

Analysis of Issues

Table 1 shows the figures from 2017 and 2018.

	2017	2018
Mean	14.71%	13.88%
Median	28.51%	26.27%

Our flexible working policies and significant opportunities for part time working, primarily in roles within the lower pay quartiles, means that we are attractive as an employer to primary carers, who in the main continue to be women. It is unlikely to change significantly unless there is a society shift with more men taking on this role and seeking part time work.

Our Equality Action Plan which is reviewed annually assesses pay alongside all other employment factors and other protected characteristics to ensure that the work place is discrimination free for all.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council continues to face severe financial challenges over the coming years as a result of reductions to public sector funding and growing pressures in our statutory services. It is estimated that Wokingham Borough Council will be required to make budget reductions of approximately £20m over the next three years and all Executive decisions should be made in this context

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	n/a	n/a	n/a
Next Financial Year (Year 2)	n/a	n/a	n/a
Following Financial Year (Year 3)	n/a	n/a	n/a

Other financial information relevant to the Recommendation/Decision

n/a

Cross-Council Implications

n/a

Reasons for considering the report in Part 2
n/a

List of Background Papers
Attachment 1 – Gender Pay Gap Report 2018

Contact Sarah Swindley	Service Business Services
Telephone No Tel: 0118 974 6076	Email sarah.swindley@wokingham.gov.uk

This page is intentionally left blank