

Agenda Item 39.

TITLE	Gender and Ethnicity Pay Gap Report
FOR CONSIDERATION BY	Personnel Board on 23 March 2021
WARD	None Specific
LEAD OFFICER	Director, Communities, Insight and Change - Keeley Clements

OUTCOME / BENEFITS TO THE COMMUNITY

Compliance with statutory requirements and visibility of commitment to signing up to the Race Charter.

RECOMMENDATION

To note the Gender and Ethnicity Pay Gap report that will be published before 31 March 2021.

SUMMARY OF REPORT

Members are asked to note the Gender and Ethnicity Pay Gap report that will be published on our website before 31 March 2021 and the associated planned actions.

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.

While not a legal requirement, we made a commitment through signing the Race Charter, that we would also, from this year, publish our Ethnicity pay Gap.

Attached is Wokingham Borough Council's report which has to be published no later than 31 March 2021. The data is a snapshot in time and explained in the report.

Summary of findings

- Our workforce is currently 74% Female and 26% Male
- 38% of all our employees are part time workers
- 12.7% (of those declared) have declared they come from an ethnic minority background
- The mean Gender Pay Gap between male and female pay stands at 15.58%
- The mean Ethnicity Pay Gap between ethnic minority groups and non-ethnic minority groups stands at 5.96%

This means that at Wokingham Borough Council men are paid on average 15.58% more than women, and ethnic minority groups are paid on average 5.96% less than non-ethnic minority groups.

Analysis of Issues

Gender Pay Gap

Table 1 shows the Gender Pay Gap figures since reporting commenced in 2017

	2017	2018	2019	2020
Mean	14.71%	13.88%	15.23%	15.58%
Median	28.51%	26.27%	25.84%	17.26%

Our male workforce therefore is being paid more than our female workforce. This does not mean we pay men differently to women for the same roles but that roles at different grading levels are attracting people from different genders. 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. In addition to this, Wokingham Borough Council has outsourced the majority of lower paid roles that typically attract male workers. The situation is unlikely to change significantly unless there is a society shift with more men taking on the primary carer role and seeking part time work.

However, this does not mean we should not be proactive in our efforts to reduce the pay gap and our Equality Action Plan which is reviewed annually assesses pay alongside all

other employment factors and other protected characteristics to ensure that the workplace is discrimination free for all.

Ethnicity Pay Gap

There is no legal requirement to publish this data. However, we have made a commitment to publish through signing the Race Charter. Reviewing the final table on the Report reveals that the pay gap that exists does so due to there being a lack of Ethnic Minority colleagues in senior roles. We will therefore this year be looking at our recruitment equality data to determine whether we are getting applicants for vacant roles from ethnic minority groups and this will inform any necessary actions moving forward. This has also been reflected in our overarching Equality Plan.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe funding pressures, particularly in the face of the COVID-19 crisis. It is therefore imperative that Council resources are focused on the vulnerable and on its highest priorities.

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

Other financial information relevant to the Recommendation/Decision
None

Cross-Council Implications
None

Public Sector Equality Duty
No equalities impact assessment is required as this is a statutory report with no decisions to be taken

Reasons for considering the report in Part 2
N/A

List of Background Papers
Attachment 1 – Gender Pay Gap Report 2020

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