

<b>TITLE</b>	<b>HR Update report – Publication of HR activity on Council's website</b>
<b>FOR CONSIDERATION BY</b>	Personnel Board on 7 February 2022
<b>WARD</b>	None Specific
<b>DIRECTOR</b>	Susan Parsonage - Chief Executive

**OUTCOME / BENEFITS TO THE COMMUNITY**

To note the Gender, Pay Gap report that will be published before 30 March 2022 and the Apprenticeship Annual statement that records how many apprentices the Council has employed, and measures taken to recruit apprentices.

**RECOMMENDATION**

- 1) To note the Gender, Pay Gap report that will be published before 30 March 2022.
- 2) To note the report setting out the Council's involvement in the Government's apprenticeship scheme.

**SUMMARY OF REPORT**

Members are asked to:

- 1) Note the Gender Pay Gap report that will be published on our website before 30 March.
- 2) Note the Apprenticeship report that sets out:
  - a. compliance with the requirements set out in legislation
  - b. measures taken to maximise the use of the Apprenticeship Levy

**Background**

- 1) **Gender Pay Gap Report:** Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees and the measures that they are taking to reduce the pay gap (detailed guidance on how to calculate the gender pay gap is set out in the legislation).
- 2) As a public sector organisation this demonstrates our compliance under the Public Sector Equality Duty. Attached is Wokingham Borough Council's report that needs to be published no later than 30 March 2022 (Appendix A).
- 3) The data is a snapshot in time of the gender pay gap as explained in the report and reporting is in line with government guidance and comparable with reporting of other local authorities.
- 4) Gender Pay Gap is not the same as equal pay. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. The Gender

Pay Gap is a measure of the difference between the average earnings of men and women across all roles in an organisation expressed as a percentage of men's earnings. The Council determines grades and salaries by job evaluation and gender does not feature in any decision around pay.

- 5) The pay gap may be due to many factors such as many women historically have been in occupational groups that have been paid lower than other groups; this is changing; however, it may take several years to redress any imbalances.
- 6) **Apprenticeship Report:** On 6 April 2017 the new Apprenticeship Levy came into force and an apprenticeship framework was set up to maximise the use of the levy. The Apprenticeship Specialist works with service areas and participating schools to identify the most appropriate training provider to support the development of any potential apprentices.
- 7) The target for the number of apprentices for 1 April 2020 to 31 March 2021 was 86 (including maintained schools).
- 8) The Apprenticeship Levy costs Wokingham Borough Council approximately £19,500 per month for its centrally employed staff with maintained schools paying £15,300 per month; a total of £34,800 per month.
- 9) The report attached at Appendix B sets out the requirements the Council is required to publish each year in relation to the number of apprentices and the measures the Council has taken to recruit apprentices.

## FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

**None**

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	£0	n/a	n/a
Next Financial Year (Year 2)	£0	n/a	n/a
Following Financial Year (Year 3)	£0	n/a	n/a

### Other financial information relevant to the Recommendation/Decision

Failure to maximise the use of the Apprenticeship Levy will result the funds reverting to central government after 2 years if unspent.

### Cross-Council Implications

N/A

### Reasons for considering the report in Part 2

N/A

<b>List of Background Papers</b>	
1) Gender Pay Gap Report 2) Apprenticeship Policy	
<b>Contact</b> Christine Bennett	<b>Service</b> HR and OD
<b>Telephone No</b> Tel: 07738 855322	<b>Email</b> Christine.Bennett@wokingham.gov.uk

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