

READING BOROUGH COUNCIL

REPORT BY HEAD OF HR AND ORGANISATIONAL DEVELOPMENT

TO:	PERSONNEL COMMITTEE		
DATE:	14 MARCH 2019		
TITLE:	GENDER PAY GAP REPORT 2018		
LEAD COUNCILLOR:	CLLR JASON BROCK	PORTFOLIO:	CORPORATE AND CONSUMER SERVICES
LEAD OFFICER:	SHELLA SMITH	TEL:	0118 937 4697
JOB TITLE:	HEAD OF HR AND ORGANISATIONAL DEVELOPMENT	E-MAIL:	sheila.smith@reading.gov.uk

1. EXECUTIVE SUMMARY

- 1.1 The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.
- 1.2 Nationally, the gender pay gap fell in 2018 for the whole economy to 17.9%, down from 18.4% in 2017 (according to the 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings figures). For full-time employees only it is 8.6%. The higher gap among all employees is driven by more women working in part-time jobs, which are lower paid (the average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs).
- 1.3 An employer must comply with the gender pay gap regulations for any year where they have a 'headcount' of 250 or more employees on the 'snapshot date'. For local authorities the snapshot date is 31 March each year. There are six calculations to carry out, and the results must be published on the employer's website and the Government Equalities Office website within 12 months.
- 1.4 The Council's Gender Pay Gap report is attached at Appendix 1. It is based on data at the snapshot date of 31 March 2018.
- 1.5 The Council is in a good position. The vast majority of organisations have a much larger gender pay gap, with a mean for the whole economy of 17.9% for 2018. The Council's gender pay gap compares very favourably, with a mean of 2.99%

and a median of 4.99%. This reflects the Council's aspiration to be a fair and inclusive employer, making best use of its talent regardless of gender.

1.6 Appendices:

Appendix 1: Reading Borough Council Gender Pay Gap Report 2018

2. RECOMMENDED ACTION

2.1 That Personnel Committee notes the Council's Gender Pay Gap report in Appendix 1.

3. POLICY CONTEXT

3.1 The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

3.2 Nationally, the gender pay gap fell from in 2018 for the whole economy to 17.9%, down from 18.4% in 2017 (according to the 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings figures). For full-time employees only it is 8.6%. The higher gap among all employees is driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs).

3.3 An employer must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on the 'snapshot date'. For local authorities the snapshot date is 31 March each year.

3.4 Organisations must publish the following information:

- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- Their proportion of males and females receiving a bonus payment
- Their proportion of males and females in each quartile pay band

3.5 The information must be published on both the employer's website and on the Government Equalities Office website. An employer should then use that information to help understand any underlying causes for their gender pay gap and take suitable steps to minimise it. Benefits will differ between employers but can include developing a reputation for being a fair and progressive employer, attracting a wider pool of potential recruits for vacancies and the enhanced

productivity that can come from a workforce that feels valued and engaged in a culture committed to tackling inequality.

4. THE COUNCIL'S GENDER PAY GAP

- 4.1 Appendix 1 shows the Council's gender pay gap information for 2018. It is based on data at the snapshot date of 31 March 2018. It is intended to present the data in a clear and easy to understand way for a range of audiences (such as existing and potential employees, councillors and members of the public).
- 4.2 The averages used are mean and median. A mean average is calculated by totalling all the values in a dataset; this total is then divided by the number of values that make up the dataset. The median of a group of numbers is the number in the middle, when the numbers are in order of magnitude.
- 4.3 The Council is in a good position. The vast majority of organisations have a much larger gender pay gap, with a mean for the whole economy of 17.9% for 2018. The Council's gender pay gap compares very favourably, with a mean of 2.99% and a median of 4.99%. This reflects the Council's aspiration to be a fair and inclusive employer, making best use of its talent regardless of gender.

5. COMMUNICATION AND CONSULTATION

- 5.1 The following steps will be taken to publish the Council's gender pay gap information:
- Published on the Council's website
 - Published on the Government Equalities Office website
 - An item will be included in the Chief Executive's Friday email to highlight the gender pay gap information in a proactive way to staff
 - The report will be presented to Personnel Committee on 14 March 2019 for members to note
 - A press statement will be issued to seek to bring the report to the attention of local media, residents and businesses.

6. CONTRIBUTION TO STRATEGIC AIMS

- 6.1 This report contributes to the strategic aim of ensuring Council is fit for the future.

7. LEGAL IMPLICATIONS

- 7.1 There are no significant legal implications arising from this report.

8. EQUALITY IMPACT ASSESSMENT

8.1 Publication of this report complies with the Council's duty under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

9. FINANCIAL IMPLICATIONS

9.1 There are no financial implications arising from this report.

APPENDIX 1

READING BOROUGH COUNCIL'S GENDER PAY GAP REPORT 2018

(Attached separately)