

Meeting date: 19 January 2023

Report to: Remuneration Committee

Report title: Statutory Gender Pay Gap Reporting

Report from: Director of Resources and Deputy Chief Executive

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Wards affected:

- All Wards | Bickenhill | Blythe | Castle Bromwich | Chelmsley Wood |
 Dorridge/Hockley Heath | Elmdon | Kingshurst/Fordbridge | Knowle |
 Lyndon | Meriden | Olton | Shirley East | Shirley South |
 Shirley West | Silhill | Smith's Wood | St Alphege
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Public/private report: Public

Exempt by virtue of paragraph: N/A

1. Executive Summary

- 1.1 To present the Council's Gender Pay Gap (GPG) statutory calculations and draft report for publication to enable the Council to fulfil its annual statutory equality duties.
- 1.2 The duty requires the Council to:
- (a) Upload the gender pay gap figures onto the Government Gender Pay Gap website by 30 March 2023.
- (b) Enhance the duty and signal a public commitment to reducing the gender pay gap by publishing a Gender Pay Gap narrative report and action plan by 30 March 2023.

2. Decision(s) Recommended

- 2.1 Approve the Council's Gender Pay Gap Report including the action plan attached at Appendix 1.

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3. Matters for Consideration

- 3.1 The Equality Act 2010 (Gender Pay Gap Information Regulations) 2017, came into force in March 2017 as part of the Equality Act 2010. The regulations apply to public bodies where they have 250 employees or more on the snapshot date of 31 March.
- 3.2 The Government's aim through Gender Pay Gap reporting is to increase the pace of achieving greater gender equality and increased pay transparency. The statutory calculations show the average hourly difference between a man's and a woman's remuneration expressed as a percentage as well as measuring the gender gaps in bonus payments to staff.
- 3.3 According to the Office for National Statistics (ONS), data from the Annual Survey of Hours and Earnings (ASHE) provisional results as at October 2022 for jobs in the United Kingdom, the data shows there was a UK median GPG of 14.9%, and a mean GPG of 13.9%.
- 3.4 The Council's mean GPG reduced this year from 14.1% to 13.8% and its median GPG from 21.3% to 19.2%.

Description	Median	Mean
United Kingdom:	14.9	13.9
Non-profit body or mutual association	18.4	15.3
Private sector	19.6	16.7
Public sector	15.9	13.6
England*	15.6	14.6
West Midlands*	15.4	13.4
Non-profit body or mutual association	13.8	12.6
Private sector	19.8	17.2
Public sector	18.8	14.7
Solihull Borough	32.9	19.1
Solihull Council**	19.2	13.8

Source: ONS ASHE October 2022. *ONS estimates based on the location where people work and not where they live-Work geography table 7.12. ** Solihull Council figures

3.5 A summary of the outcomes from the six statutory calculations for the Council are set out in the table below:

Statutory calculations required	Snapshot as at 31 March 2022 for reporting by 30 March 2023	Difference from 31 March 2021
1. Mean average gender pay gap in hourly pay	13.8%	Reduced the gap by 0.3%
2. Median average gender pay gap in hourly pay	19.2%	Reduced the gap by 2.1%
3. Difference in mean bonus payments	25.5%	Reduced the gap by 4.8%
4. Difference in median bonus payments	20.8%	Reduced the gap by 9.9%
5. Bonus proportions = The proportions of male and female relevant employees who were paid bonus pay during the relevant period	Males 17.6% Females 18.0%	Males 15.9% Females 13.7%
6. Quartile Bands = the proportion of male and female relevant employees in each quartile pay band.	Details are provided on pages 8-9 of the GPG Narrative Report (Appendix 1)	

3.6 The Council still retains 74% women in the workforce where there are more women than men at the lower end of hourly pay scales and quartiles, more women choosing to work flexibly on reduced hours than men, as well as employees working historically in traditional gender specific roles.

3.7 Employee data continues to show that the lower paid roles in the Council are predominantly occupied by female employees so the distribution of the workforce and the decision to provide certain services in-house, has an impact on the gender pay gap figures as in previous years, using the examples of service areas such as the Council's catering service.

3.8 The Council's progress against the action plan is shown on pages 10-11 of the GPG report in Appendix 1.

4. What options have been considered and what is the evidence telling us about them?

4.1 The requirement to upload the GPG figures to the Government Website is a statutory

requirement.

5. Reasons for recommending preferred option

5.1 To ensure we fulfil our statutory GPG requirement.

6. Implications and Considerations

6.1 State how the proposals in this report contribute to the priorities in the [Council Plan](#):

Priority:	Contribution:
<p>People and Communities:</p> <ol style="list-style-type: none">1. Improving outcomes for children and young people in Solihull.2. Good quality, responsive, and dignified care and support for Adults in Solihull when they need it.3. Take action to improve life chances and health outcomes in our most disadvantaged communities.4. Enable communities to thrive.	<p>Seeks to reduce and eliminate the gender pay gap that marginalises women in the workplace and in society.</p> <p>Addressing the GPG, will help build an equal and inclusive society.</p>
<p>Economy:</p> <ol style="list-style-type: none">5. Develop and promote the borough's economy, with a focus on revitalising our town and local centres.6. Maximising the opportunities of UK Central and HS2.7. Increase the supply of affordable and social housing that is environmentally sustainable.	<p>Increasing women's participation in the workforce and closing the pay gap between women and men, will have a positive impact on economic growth.</p> <p>Increases choice, time and flexibility in where and how people travel to/from work.</p>
<p>Environment:</p> <ol style="list-style-type: none">8. Enhance our natural environment, improve air quality and reduce net carbon emissions.	<p>Not directly.</p>
<ol style="list-style-type: none">9. Promote employee wellbeing	<p>Pay is a key factor affecting staff wellbeing, motivation and relationships at work. Examining GPG factors and employment practices to ensure they are free from bias and discrimination and creates equality of opportunity, will have a positive affect for individuals and the organisation.</p>

6.2 Consultation and Scrutiny:

6.2.1 The Corporate Leadership Team has been consulted on the outcome of the statutory GPG calculations and the Council's GPG narrative report at Appendix 1.

6.3 Financial implications:

6.3.1 There are no financial implications arising from the uploading of GPG results to the Government Website or publishing the narrative report on the Council's website.

6.4 Legal implications:

6.4.1 The report is compliant with the GPG statutory requirements. Furthermore, the narrative report at Appendix 1 seeks to examine the pay gap, adding comment as to mitigation and actions for future review.

6.4.2 Government Office regularly sends out reminder notices to all organisations subject to the GPG regulations to ensure that they are compliant with the requirement to upload GPG calculations, which for public bodies, is by the 30 March 2023. The last reminder received by the Council was on the 28 December 2022.

6.5 Risk implications, including Risk Appetite:

6.5.1 There is a risk of reputational damage to the Council arising out of any failure to upload the information onto the Government website or publishing of the narrative report in Appendix 1 onto the Council's website by the 30 March 2023.

6.6 Equality implications:

6.6.1 The uploading and publishing of gender pay gap reporting by 30 March 2023 is in line with meeting the council's statutory equality duty under The Equality Act 2010 (Specific Duties and Public Authorities) 2017.

6.6.2 Gender pay gap reporting also supports the Council's Equal Opportunities Policy and the wider council commitment in eliminating discrimination and advancing equality of opportunity for women.

6.6.3 The Equality and Human Rights Commission (EHRC) has publicly informed organisations that those who fail to report may be subject to enforcement action under the Equality Act 2010 that includes public sector duty compliance notices, investigations, unlawful act notices, action plans, agreements, orders and public sector duty assessments.

6.6.4 The (EHRC) has previously published an Enforcement Policy setting out what it will do to encourage employers to meet the gender pay gap regulations and the action they will take using its enforcement powers in respect of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

6.7 Linkages to our work with the West Midlands Combined Authority (WMCA), Local

Enterprise Partnership or the Birmingham & Solihull Integrated Care System (ICS):

6.7.1 No direct link for statutory GPG reporting purposes

7. List of appendices referred to

7.1 Appendix 1 - Gender Pay Gap Report and results for publication by 30 March 2023.

8. Background papers used to compile this report

8.1 Gender Pay Gap [Report 2022](#), which is available on the Council's website.

9. List of Other Relevant Documents

9.1 N/A