

Corporate Governance and Standards Committee Report

Ward(s) affected: n/a

Report of Managing Director (Head of Paid Service)

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Gender Pay Gap report 2021

Executive Summary

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 impose obligations on employers with 250 or more employees to publish information annually relating to the gender pay gap in their organisation. In particular, employers are required to publish, amongst other information, the difference between the average hourly rate of pay paid to male and female employees; and the relative proportions of male and female employees in each quartile pay band of the workforce.

This report sets out Guildford's Gender Pay Gap Report for 2021, which will be published on the Council's website and on a publicly accessible Government website and retained for a period of three years.

Recommendation to Corporate Governance and Standards Committee

That the Committee notes the Gender Pay Gap Report for the year 2021, attached at Appendix 1 to this report.

Reason for Recommendation:

To comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Is the report (or part of it) exempt from publication? No

1. Purpose of Report

1.1 In 2017, the Government introduced regulations which require the Council to publish details of our gender pay gap annually on our website and to upload this information to a publicly accessible Government website.

2 Strategic Priorities

- 2.1 We strive to provide equality of opportunity within the Council and aim to ensure that our workforce is diverse and inclusive. Creating a workplace where everyone is valued is part of our organisational values and our commitment to this is set out in our Corporate Plan.

3. Background

- 3.1 The Gender Pay Gap Report (see Appendix 1), sets out our gender pay gap which, with a mean pay gap of -10%, indicates that women are not receiving less average pay than men. This compares to the national figure of 14.6%.
- 3.2 Our Gender Pay Gap was first published in 2018 and shows little change in the gap since this date as follows:

| | Mean | Median |
|-------------|------|--------|
| 2018 | -9% | -22% |
| 2019 | -9% | -21% |
| 2020 | -7% | -13% |
| 2021 | -10% | -22% |

- 3.3 There has been no significant change in the pay quartile distribution and the reduction has therefore arisen from changes to our organisational structure during the Future Guildford transformation.

4. Equality and Diversity Implications

- 4.1 The Gender Pay Gap analysis enables the Council to review whether we have fairness and equality in the application of pay and remuneration within the Council.
- 4.2 The Council's duty under section 149 of the Equality Act 2010 is to have due regard to the matters set out in relation to equalities when considering and making decisions. This duty has been considered in the context of this report and it has been concluded that there are no equality and diversity implications arising directly from this report.

5. Financial Implications

- 5.1 No financial implications apply.

6. Legal Implications

- 6.1 Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Council, as a relevant employer, is required to publish our gender pay gap data on the Government's Equalities website and on our own website by 30 March 2021.

7. Human Resource Implications

- 7.1 The Lead Specialist HR is responsible for publishing the gender pay gap data, there are no further HR implications.

8. Background Papers

None

9. Appendices

Appendix 1: Gender Pay Gap Report 2021