

Corporate Governance and Standards Committee Report

Ward(s) affected: N/A

Report of Chief Executive (Head of Paid Service)

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Gender Pay Gap report 2023

Executive Summary

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“the Regulations”) 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 2023, which will be published on the Council’s website and on a publicly accessible Government website and retained for a period of three years.

The report is provided to the Committee for information purposes only. In reviewing our governance processes, it is proposed that in future this report is not brought to the Committee but is shared with its members through a link to the document on the Council’s website each year.

Recommendation to Committee:

- (1) That the Committee notes the Gender Pay Gap Report for the year 2023, attached at Appendix 1 to this report.
- (2) That the Committee agrees that they do not require the report to be brought to Committee in future.

Reasons for Recommendation:

- (1) To provide the Committee with information on the Council's Gender Pay Gap.
- (2) To streamline the governance process for the report.

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 -7%, indicates that women are not receiving less average pay than men.
- 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%
2022	-8%	-13%
2023	-7%	-12%

There has been no significant change in the pay quartile distribution.

- 3.3 We are also required to report our Bonus Gender Pay Gap. Whilst we do not pay our staff any bonuses, our Long Service Award falls within the definition of a 'bonus' within the regulations. The number of staff receiving this award is so small that the resulting Gender Pay Gap of

100% is insignificant. This Gender Pay Gap has been created by two male employees and no female employees receiving the award in the relevant year.

- 3.4 The Gender Pay Gap Report requires the approval and signature of the Chief Executive. The Regulations do not require any further approval before publication. Research carried out into other Surrey District and Borough Councils informs that the normal governance process for this report ends with the Chief Executive.

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 Regulations, 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 2023.

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 2023