

Agenda Item No: **Report No:**
Report Title: **Equal Pay Audit**
Report To: **Employment Committee** **Date:** **12 October 2009**
Ward(s) Affected: **All**
Report By: **Head of Business Services**
Contact Officer(s): **John Clark, Head of Business Services**

Purpose of Report:

To adopt the action plan included in the attached equal pay audit document.

Officers Recommendation(s):

- 1 To agree the actions set out in the action plan in Appendix A
- 2 To note the rest of the report.

Information

- 1 The last full equal pay audit was considered by the committee in January 2006. Since then there have been annual reports showing progress towards reducing the overall male/female pay gap and progress has been made each year.
- 2 When that first audit was carried out it was recognised that it would need to be repeated regularly and Appendix A contains the analysis for 2009, based on pay records for 1 October 2009.
- 3 The detailed results are in the Appendix, but it can be summarised by saying that we do not appear to have any significant problems, except the nationally recognised one that overall average female earnings are markedly less than those of males. This is because of the distribution of the sexes across our structure i.e. males are more likely to occupy the senior positions. When pay within individual grades for “like work” is considered the differences effectively vanish.

Financial Appraisal

- 4 There are no new financial implications arising from this report

Appendices - Appendix A – Equal Pay Audit