

Report Title: Gender Pay Gap

Report To: Employment Committee Date: 18 June 2018

Ward(s) Affected: All

Report By: Helen Knight

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Purpose of Report:

To update the Employment Committee regarding the Council's gender pay gap.

Officers Recommendation(s):

- 1 To note the report.
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1 Reasons for Recommendations

- 1.1 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to private-sector and voluntary-sector employers of 250 people or more. It requires employers to publish details of the gender pay gap for their organisation as it is in the pay period in which 5 April (the "snapshot" date) falls in each year from 2017 onwards. There is a separate requirement for employers to publish gender bonus gap information, based on data for those employees in receipt of bonus pay during the 12 months to 5 April.

2 Information

- 2.1 We collected our data on 31st March 2017 when our workforce consisted of 488 women and 423 men. The figures show that Eastbourne Borough Council (EBC) has a mean gender pay gap of 3.5% and a median gender pay gap of -8.6%.
- 2.2 We are not required to publish details for Lewes District Council as Lewes currently only has 62 people on the payroll (Legal Services staff and Elected Members)
- 2.3 All other staff are employed by EBC. Below is a table depicting pay quartiles by gender divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of

employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile).

- 2.4 In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each band. Within EBC there is a reasonably even (but not equal) percentage of men and women in posts in the lower quartile, the lower middle quartile and the upper quartile. In the upper middle quartile there are significantly more females.

Pay quartiles by gender

Band	Males	Females	Description
A	51.10%	48.90%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	46.49%	53.51%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	39.91%	60.09%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	48.25%	51.75%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

3 Financial Appraisal

- 3.1 There are no financial implications of this report

4 Legal Implications

- 4.1 There are no legal implications arising from this report.

5 Risk Management Implications

- 5.1 I have not completed the Risk Management Implications questionnaire and this report is exempt from the requirement because it is a progress report/budget monitoring report/development control report

6 Equality Screening

- 6.1 Equality analysis is not required as this is an information only report with no key decisions attached although it has been reviewed amongst the Equality and Fairness scrutiny panel.

7 Background Papers

None

8 Appendices

- 8.1 Gender Pay Gap Report March 2018