

HR & OD Report

Equalities & Future Generation PDC

26th November 2019

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**Gender Pay Gap Update on Action Plan
(Linda)**

**Response to the Report of the Equalities Inquiry Panel
(Adrian)**

- **Recruitment & Selection Policy**
- **Training**
- **Diversity**

Gender Pay Gap Update

The Gender Pay Gap – definition

GPG represents the difference between the average (mean or median) hourly pay of male and female employees in the organisation. This is usually expressed as a percentage of male pay, with a positive figure being in favour of males, and a negative figure being in favour of females.

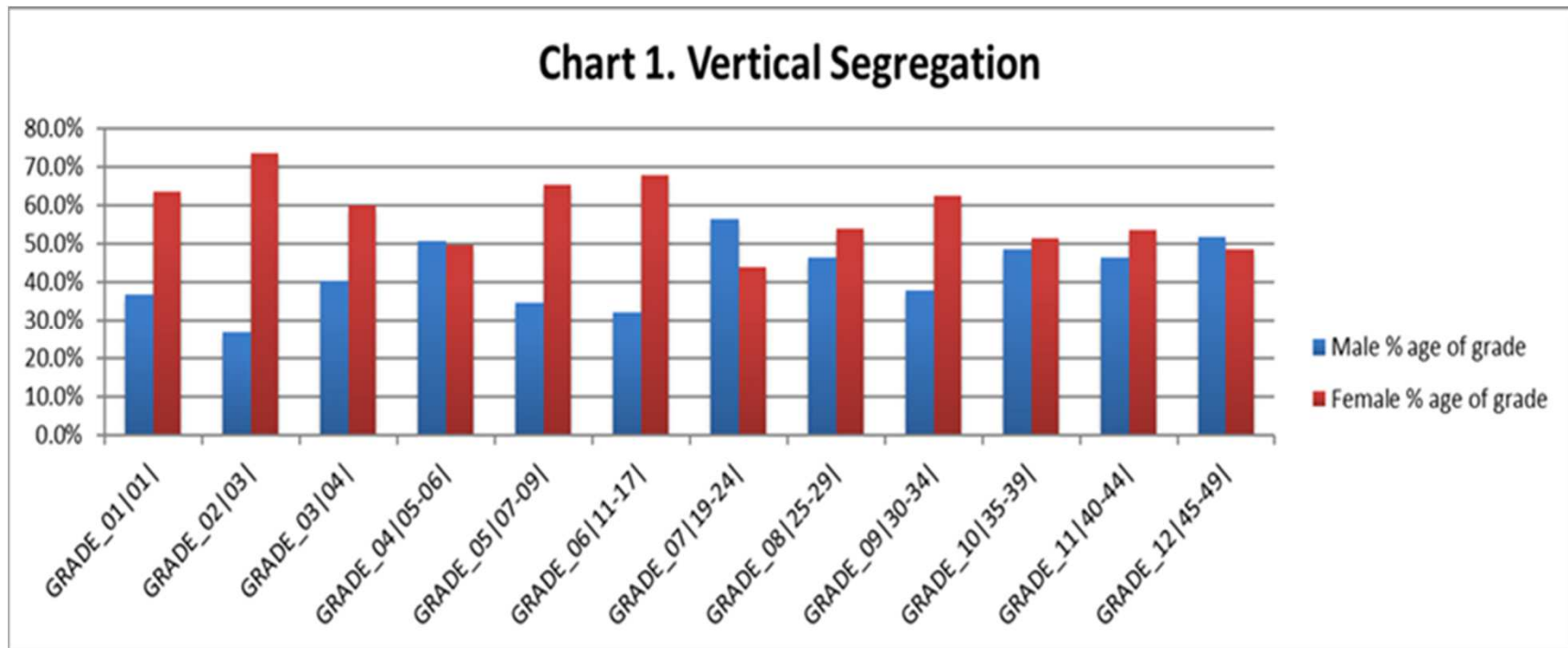
Analysis requested by the Committee:

- Undertake grade distribution analysis of gender based work in lower grades to understand whether these roles are arranged fairly and not set up to exclude / include one gender over the other.
- Undertake a grade distribution analysis of senior roles by gender, working pattern etc.

Findings – Highlights from the report

		GENDER				
		MALE		FEMALE		
Contract Type	Working Pattern	Count	% male employment	Count	% female employment	Total
PERMANENT	FT	1951	72.9%	1246	28.1%	3198
PERMANENT	PT	435	16.3%	2606	58.7%	3041
TEMPORARY	FT	152	5.7%	130	2.9%	282
TEMPORARY	PT	68	2.5%	310	7.0%	378
CASUAL	FT	0	0.0%	1	0.0%	1
CASUAL	PT	69	2.6%	146	3.3%	215
TOTALS		2675		4439		7114

Gender in Each Grade (as percentage of grade)



General Workforce Posts by Gender - detail

	Male	Male % age of grade	Female	Female % age of grade
GRADE_01 01	11	36.7%	19	63.3%
GRADE_02 03	179	26.6%	494	73.4%
GRADE_03 04	182	40.2%	271	59.8%
GRADE_04 05-06	220	50.6%	215	49.4%
GRADE_05 07-09	395	34.6%	747	65.4%
GRADE_06 11-17	393	32.3%	824	67.7%
GRADE_07 19-24	609	56.2%	474	43.8%
GRADE_08 25-29	251	46.2%	292	53.8%
GRADE_09 30-34	174	37.7%	288	62.3%
GRADE_10 35-39	78	48.4%	83	51.6%
GRADE_11 40-44	45	46.4%	52	53.6%
GRADE_12 45-49	33	51.6%	31	48.4%
Total	2570	40.4%	3790	59.6%

Current GPG - Average Hourly Rate by Grade/Gender

Grade	Male	Female	Difference
GRADE_01 01	9.00	9.00	0.00%
GRADE_02 03	9.36	9.36	0.00%
GRADE_03 04	9.55	9.55	0.00%
GRADE_04 05-06	9.91	9.86	0.41%
GRADE_05 07-09	10.47	10.44	0.29%
GRADE_06 11-17	12.04	11.80	1.95%
GRADE_07 19-24	14.21	14.16	0.32%
GRADE_08 25-29	16.28	16.13	0.94%
GRADE_09 30-34	18.59	18.68	-0.46%
GRADE_10 35-39	21.20	21.07	0.59%
GRADE_11 40-44	23.63	23.56	0.29%
GRADE_12 45-49	26.17	26.25	-0.29%

Recruitment & Selection Policy

Complete the review of Recruitment and Selection Policy as a matter of urgency. This should include looking at better promotion of staff vacancies and apprenticeships to different groups, consider advertising these more carefully to promote representation of Black, Asian and Ethnic Minority people (BAME), disabled people, Lesbian Gay Bisexual and Transgender (LGBT), veterans and women in male dominated roles (and vice-versa).

Relevant Policy Commitments:

51. Follow the co-operative one Council model and ensure that Elected Members and staff work together to empower local communities and ensure their voices are heard.

Recruitment & Selection Policy

Action already being undertaken:

- Review of the Recruitment and Selection Policy underway

New actions following from the recommendation:

- Complete the review of the Recruitment and Selection Policy
- Take a co-productive approach to developing the new Policy and procedures working with equality forums
- Incorporate good practice
- Establish networks to disseminate.

Plan to review Policy to ensure in line with equalities legislation

Recommendation 9; Training

Review training opportunities to ensure they are fit for purpose. Including:

- a) Ensuring better uptake of equality related training amongst staff, especially front facing staff.**
- b) Ensuring middle managers have completed training and encourage staff to do so**
- c) Developing training with equality groups where possible.**
- d) Ensuring the opportunities to do the training are repeated regularly particularly around unconscious bias, using alternative formats and making a reasonable adjustment.**

Smarter working with others to meet our duty well by investigating the sharing of some training and consultation activities with other large organisations and/or procure jointly to improve economies of scales.

Relevant Policy Commitments:

51. Follow the co-operative one Council model and ensure that Elected Members and staff work together to empower local communities and ensure their voices are heard.

Recommendation 9; Training

Action already being undertaken:

- Review of mandatory training completed. Equalities training remains mandatory and is therefore a requirement for all staff to complete either via e-learning or face-to-face

New actions following from the recommendation:

- Reviewing the list of employees that have / have not completed the mandatory training including refreshers and working with managers to address any gaps
- Co-producing training alongside the Strategic Equality Group and equality forums
- Using existing HR&OD networks to investigate and adopt good practice and share resources wherever possible
- Further Develop the Co-production strategic Framework alongside the Strategic Equality Group
 - **Met with Equalities Forum and agreed plan to review existing online and face to face training provision.**
 - **Contacted LA and regional networks to explore**
 - **Reporting to CMT on compliance/ non-compliance of mandatory training**
 - **Issues with ability to report**

Issues to Consider

- **Availability of Resources**
- **Accuracy and Recording of Data**
- **Budgetary Pressures**