

TITLE <i>Name/description of the issue being assessed</i>	Gender Pay Gap reporting 2018
DATE <i>Date the DIA is completed</i>	4 January 2018
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Carrie McKenzie Assistant Director - Transformation

1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all employers with more than 250 employees to report annually on their Gender Pay Gap.

The Regulations require Public Authorities to publish their data.

Qualifying employers are required to take an annual “snap shot” of their total payroll (for the Public Sector that has been set by the Regulations as 31March), and report on a number of key metrics, they are:

- the mean and median hourly gender pay gap;
- the mean and median gender bonus gap;
- the proportion of men and women receiving a bonus; and
- the proportion of men and women in each of four pay quartile bands (as determined by the results from the individual reporting employer).

An executive summary of the findings for the Council is shown below:

- Male colleagues show a 8.33% higher mean hourly rate;
- Male colleagues show a 9.40% higher median

hourly rate;

- There is parity amongst male and female colleagues in the level of mean and median bonus pay;
- Of the total cohort of colleagues who received bonus pay (n14), female colleagues made up 85.7% of that population;
- Female colleagues form the greater proportion of all colleagues across all four of the pay quartiles.

2 Summary of evidence used to support this assessment

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

As this is the first year of reporting there is as yet no internal benchmark to assess whether the results indicate a worsening or improving position.

Due to the timing of this report the greater proportion of local authorities have yet to publish their respective data sets and there is limited external peer benchmarking data available. Where data has been published, the a comparison exercise has been completed against seven Local Authorities.

An executive summary of the external benchmarking is shown below:

- The Council's average mean hourly rate for women is closer to parity than the average of the comparator group;
- The council's average median hourly rate for women is closer to parity than the average of the comparator group;
- The council has a higher proportion of female colleagues in all four of the pay quartiles than the average of the comparator group.

3 What is the likely impact of the proposed change?

Is it likely to :

- *Adversely impact on one or more of the protected characteristic groups?*
- *Advance equality of opportunity for one or more of the protected characteristic groups?*
- *Foster good relations between people who share a protected characteristic and those who don't?*

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			X
Disability			X
Gender reassignment			X
Marriage/civil partnership			X
Pregnancy/maternity			X
Race			X
Religion/belief			X
Sex		X	X
Sexual orientation			X
Other (e.g. low income groups)			X

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

The Gender Pay Gap reporting requirements will provide an annual snap shot to the Council of any trends where female colleagues are at a detriment with regards to pay, and will allow the Council to put into place corrective action as deemed necessary.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Not applicable

6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
Not applicable		

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- *to proceed with the change implementing action plan if appropriate*
- *consider alternatives*
- *gather further evidence*

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Not applicable

8 Authorisation

The authorising officer is consenting that:

- *the recommendation can be implemented*
- *sufficient evidence has been obtained and appropriate mitigation is planned*
- *the Action Plan will be incorporated into service plan and monitored*

Assistant Director - Transformation

Carrie McKenzie

Date

4 January 2018