

# Diversity impact assessment

<b>TITLE</b> <i>Name/description of the issue being assessed</i>	<b>Gender Pay Gap Report 2020</b>
<b>DATE</b> <i>Date the DIA is completed</i>	<b>7 January 2020</b>
<b>LEAD OFFICER</b> <i>Name of person responsible for carrying out the DIA.</i>	<b>Samantha Beck-Farley Head of HR</b>

- 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 31 March), 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 12.26% higher mean hourly rate;
- Male colleagues show a 11.98% higher median

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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, female colleagues made up 52.% 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*

This is the third year of reporting and a comparison to the 2018 Report shows that the councils Gender Pay Gap has widened each year.

A meaningful comparison is provided against other Local Authorities across Kent.

## 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**

**Adverse**

**Advance**

**Foster**

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characteristic groups	impact	equality	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 snapshot 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?*

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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**

**7 January 2020**

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Contact your Performance and Intelligence hub for advice on completing this assessment

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Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication