



**REPORT OF SERVICE DIRECTOR – CUSTOMERS, GOVERNANCE AND
EMPLOYEES**

GENDER PAY GAP - UPDATE

Purpose of the Report

1. The purpose of the report is to provide Personnel Committee with an annual update of Nottinghamshire County Council's Gender Pay Gap (GPG) for publication as required by the public sector duty under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016.

Information

2. An initial report was brought to Personnel Committee on 7 March 2018 which outlined the requirement for employers of over 250 employees to report their gender pay gap. As previously reported, schools' information is not required in the Council's reporting as this remains the responsibility of the governing body for eligible maintained schools or the proprietor for academies with 250 plus employees.
3. **Gender pay gap is** a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings. In Britain, there is an overall **gender pay gap** of 15.5% in 2020 (Office of National Statistics)
4. The 2018 report explained the calculation required which shows the difference between the mean (average) and the median (mid-point) earnings between men and women expressed as a percentage of men's earnings. The subsequent report considered by Members at Committee on 30 January 2019 provided a brief update on the progress made to date and agreed an action plan to develop a range of responses to further improve the Council's performance in this area.
5. Members were previously advised of the difference between the gender pay gap information and equal pay which specifically relates to the pay differences between men and women undertaking work of equal value and for which the Council continue to use nationally recognised job evaluation processes and the Single Status Agreement to maintain its equality proofed pay system.
6. The Council's workforce has remained relatively static for the period covered by this report. The gender profile remains over 70% female and reflects the nature of the services the

Council continues to deliver. It does not include the transfer back into the Council of Children’s Centres or reflect any impact of the Covid pandemic as these will be seen in next year’s report which will come to Committee in January 2022.

7. Recruitment remains a key area where work can be undertaken to address gender pay gap issues. However there continues to be stringent vacancy control to limit recruitment within the Council over the last 12 months except in areas of social care which remain predominantly female. This means that there again have been limited opportunities to significantly alter the gender pay gap for the reported period.
8. The Council continues to pay the Living Wage Foundation Living Wage as oppose to the National Living Wage. This is paid as an allowance and increased from £9.30 per hour to £9.50 per hour from November 2020. This has most benefited our frontline part time workers, who are overwhelmingly female, since the Council implemented payment from 1 April 2014.
9. The gender pay gap requirements define pay as “ordinary gross pay” which includes payments relating to basic pay, allowances and paid leave. Ordinary pay does not include pay related to overtime, redundancy or termination of employment and pay in lieu of annual leave.
10. The attached infographic at Appendix 1 provides information which reflects the organisational structure as at 31 March 2020. The summary information contained as part of the infographic includes the following:
 - Mean gender pay gap
 - Median gender pay gap
 - The proportion of gender in each pay quartile, that is, a breakdown into four equal sections lowest to highest, by their evaluated hourly rate and which shows the number and proportion of female to male employees in each quartile.
 - For the first time we have also included information on ethnicity and disability. This is not a legal requirement but as mentioned in the Equalities Action Plan, remains an area to focus on.
11. The overall GPG in Nottinghamshire County Council is a mean gap of **8.4%** and a median gap of **20.1%**. The table below shows the incremental progress made since 2017 when we were first required to report this information:

Gender Pay Gap	2017	2018	2019	2020
Mean	12.30%	11.50%	9.30%	8.40%
Median	25.40%	20.20%	18.40%	20.10%

12. Work continues to deliver the identified actions to reduce the GPG which includes the maintenance of an equality proofed pay system. The Council continues to be committed to taking further appropriate action to reduce the GPG and monitoring its progress over time.

13. As mentioned earlier, the limited amount of recruitment does impact on the speed the Council is able to make significant progress to address the gender pay gap. The recruitment to the vacant Service Director post in Place department is an example of how targeted work is being undertaken to improve particularly the gender diversity of the field of applicants. In selecting our external recruitment partner for this exercise, the Corporate Director - Place outlined the specific requirement to deliver a diverse longlist of candidates and the successful company selected will be measured against how well they can deliver on this expectation. Such targeted work is carefully monitored given that positive discrimination is illegal and the Council continues to appoint and promote on merit. The appointment was a male candidate. Recent recruitment to a vacant post in Adult Social Care and Health identified an appropriate female candidate but she preferred to remain with her current employer when offered the role. The attached action plan (Appendix 2) seeks to identify work which may level the field in terms of attracting applications from candidates from a diverse range of backgrounds.
14. The workforce remodeling in Adult Social Care and Health was delayed due to the Covid pandemic but provided a further opportunity to address the GPG using the Council's enabling process which is the mechanism by which the new structure is populated. This delivered a revised structure which minimises the use of temporary contracts and which provides greater stability across the department. This activity has assisted with recruitment and retention issues by offering permanence and consistency and potentially see more women enabled into management posts.
15. Recruitment remains a priority area identified as is flexible working, career development and progression. Members will receive information at this Committee on our recent accreditation as a Timewise employer which provides evidence of progress made to offer flexible options to all our current and future workforce and which is a key benefit in attracting and including women in roles at every level of the Council.
16. Successive reports to Personnel Committee have described the range of job fairs and career events across the County which had been attended, details of our Graduate Development Programme and Apprenticeship offer and information regarding the career development portal My Learning, My Career. Career development and progression continues to be supported across the Council through the coaching network. Wherever possible, these activities have continued throughout the Covid emergency although as part of a virtual offer.
17. Work in all these areas will continue throughout 2020 including the renewed focus on leadership development, talent management and work-based learning opportunities. This approach draws together a range of activities around work experience, apprenticeships and graduate training schemes to ensure the issue addressing the GPG underpins all our activities relating to attracting and retaining people with the right skills and knowledge, to enable us to deliver on key strategic priorities.
18. As mentioned above, our work with Timewise, an organisation who assist employers to attract and develop the best talent through flexible working, continues to explore and maximise all the opportunities presented by flexible working. This is not only through creating flexible physical working environments and opportunities for more flexible working hours, but also to consider how jobs are designed and how work is undertaken where it is appropriate to do so. This work demonstrates our ongoing commitment to flexible

working and this has been reported as of significant value by our existing and potential workforce as it allows people to balance work and home/family commitments as part of an agreed working pattern.

Other Options Considered

19. The Council has a legal duty to publish its gender pay gap information on the public website. The calculations are prescribed within the legislation and do not allow employers to develop a separate approach.

Reasons for Recommendations

20. The Council has a legal duty to publish information on the gender pay gap annually on its public website. This report provides the detail of the information required and also identifies and seeks approval for the ongoing actions required to address the gender pay gap.

Statutory and Policy Implications

21. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Equalities Implications

22. In seeking to go beyond the minimum legal requirement for reporting and to maintain our position as an employer of choice, the ability to demonstrate actions to close the GPG to our current and future workforce indicates our commitment to inclusivity and equality as an employer where talent is recognised and promoted. The action plan will be considered at the next Corporate Equalities Group in February 2021.

Data Protection Implications

23. There are no data protection implications arising from this report as all information is in relation to trends rather than named individuals' data.

Financial Implications

24. There are no direct financial implications arising from the content of this report.

Human Resources Implications

25. The Human Resource implications are set out in the body of the report.

Public Sector Equality Duty implications

26. The policies and procedures of the Council apply to all directly employed staff whatever their protected characteristic. However, given the content of the action plan, any activity around managing absence and supporting people to remain at work potentially has a

greater impact on employees with a declared disability. An equality impact assessment will be completed once the detail of the refreshed action plan has been agreed in consultation with the recognised trade unions and the Disabled Employees Support Network.

RECOMMENDATIONS

It is recommended that Members:

- 1) Approve the publication of the required gender pay gap information on the public website.
- 2) Agree to the identified ongoing actions and to receive an annual update on their impact towards closing the gender pay gap within the Council.

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Service Director - Customers, Governance and
Employees Chief Executive's Department

For any enquiries about this report please contact:

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Constitutional Comments (KK 16/12/20)

27. The proposals in this report are within the remit of the Personnel Committee.

Financial Comments (SES 18/12/20)

28. There are no specific financial implications arising directly from this report.

HR Comments (JP 23/12/20)

29. The Human Resources implications are implicit in the body of the report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- None

Electoral Division(s) and Member(s) Affected

- All