

Appendix 3 - Gender Pay Reporting

1. Introduction

- 1.1 All employers with 250 or more employees are required by law to publish their gender pay gap each year on their own and the Government’s website.
- 1.2 This was introduced in order to address the 18% average pay gap between men (higher) and women and it was introduced alongside the existing public sector equality duties for public bodies.
- 1.3 The following report therefore sets out the Council’s gender pay gap information and a summary of the key actions that will be undertaken to address any issues:

2. DBC Gender Pay Gap Information

	<i>Average Total Hourly Rate</i>	<i>Total Number of Staff</i>	<i>Mean Hourly Rate</i>		<i>Median Hourly Rate</i>
Female	£5,076.69	360	£14.10	Female	£12.83
Male	£4,794.41	337	£14.23	Male	£11.03
Mean Gender Pay Gap	1%			Median Gender Pay Gap	8%

3. DBC’s Current Approach to Improving Gender Pay Parity

3.1 Our current approach to improving gender pay parity is built around four key areas:

- 3.1.1 Strategy
- 3.1.2 Recruitment and Selection
- 3.1.3 Terms and Conditions
- 3.1.4 Support

Strategy

- 3.2 Our People Strategy sets out a vision and detailed action plan to making sure we have the “right staff, in the right place, working in the right way”.
- 3.3 We are developing a new Equality and Diversity Strategy, which sets out a number of commitments and actions that the Council will take including on gender diversity.
- 3.4 Senior officers from the Council attend the Herts. Diversity Network, which enables local authorities in Hertfordshire to come together and support each other on equality issues.
- 3.5 When developing a new or updated strategy, policy or plan, we undertake a Community Impact Assessment to identify how the proposal contributes to equality and diversity.

Recruitment and Selection

- 3.6 We advertise roles using a variety of publications and mediums to ensure that we can maximise applications from different people.
- 3.7 We operate a robust selection process and all managers undertake training to ensure that decisions are made based on the best skills and experience for the job.
- 3.8 Our Equal Opportunities policy statement sets out how we support employees from different backgrounds.

Terms and Conditions

- 3.9 We have introduced Single Status to ensure that all roles were evaluated using the same system (NJC Gauge).
- 3.10 Our Establishment Management Form (EMF) system ensures a transparent procedure is followed for recruitment, evaluation and role amendments.
- 3.11 We have paid the living wage for the last four years.
- 3.12 We have flexible working policies and practices that are in place for all employees to ensure they are supported to achieve a good work life balance.
- 3.13 Our maternity and paternity leave policies are paid at an enhanced rate. Our shared parental leave policy is paid at the statutory rate.

Support

- 3.14 All employees have access to HR and the recognised Trade Unions if they wish to raise any concerns.
- 3.15 We review Exit Interview forms to ensure the Council can understand and learn from any feedback.
- 3.16 We have an employee assistance programme to support all employees. It is a 24 hour, 7 days a week confidential service.

4. Next Steps

- 4.1 We will be developing a detailed action plan as part of the people strategy programme plan to ensure that we continue to promote gender parity across all aspects of employment. This work will be governed by a corporate working group.