

TUESDAY, 16 MARCH 2021

### Report of The Leader of the Council

#### GENDER PAY GAP REPORT 2020

##### Exempt Information

None

##### Purpose

To brief Elected Members on Tamworth Borough Council's position with respect to the Gender Pay Gap as at 31<sup>st</sup> March 2020.

##### Recommendation

**The Council is invited to endorse the gender pay gap data based on the snap-shot date of 31<sup>st</sup> March 2020 and in doing so comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**

##### Executive Summary

Under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017) legislation, the council is required to publish its Gender Pay Gap data on an annual basis. The Gender Pay Gap information presented within this report (Appendix 1) is for the snap shot date of 31st March 2020.

Findings for the snapshot date of 31st March 2020 indicate that significant progress has been made in reducing our Gender Pay Gap, this has been formally reported and published as dictated by legislation.

The difference in the mean hourly rate between male and females reduced from 11.03% in 2019 to 6.41% in 2020.

The median hourly pay gap decreased from 8.45% in 2019 to 7.63% in 2020. The median Gender Pay Gap for the whole UK economy is 7.4% and therefore Tamworth Borough Council's pay gap is comparable.

The whole workforce comprises 64.58% women and 35.42% men an increase of 2% of women in the year. The upper quartile is 57.69% women and 42.31% men which represents an increase of 6% women in the top quartile and is now more representative of the full organisational breakdown. The upper middle quartile is 62.65% women and 37.35% men which is again reflective of the wider organisation. The lower middle quartile is 64.13% women and 35.87% men and again this is reflective of the organisation as a whole. Finally the percentage of women in the lowest quartile reduced by 7.46% to 67.19% women and 32.81% men which has been the biggest shift in the year and is now more representative of the organisation.

The improvement to the Gender Pay Gap can be mostly attributed to the new pay structure which came into effect on the 1<sup>st</sup> April 2019 whereby the lowest 3 pay grades received a higher percentage pay increase (between 5.27% and 7.3%) compared to 2% for all other grades. The new pay structure was designed with narrower pay bands and some spinal column points were removed to meet the primary objective of reducing our Gender Pay Gap.

**Options Considered**  
N/A

**Resource Implications**

There are no resource implications arising from this report

**Legal/Risk Implications Background**

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) must be complied with this is mitigated by publishing our Gender Pay Gap on the government portal by the 31<sup>st</sup> March 2021.

**Equalities Implications**

The Gender Pay Gap report ensures that the Council continues to comply with legislation.

**Sustainability Implications**

There are no sustainability implications arising from this report

**Background Information**

**Report Author**

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**List of Background Papers**

**Appendices**

Appendix 1 Gender Pay Gap report