

**Blaby District Council**  
**Scrutiny Commission**

<b>Date of Meeting</b>	7 February 2024
<b>Title of Report</b>	<b>Gender Pay Gap Report 2023</b> This is not a Key Decision and is on the Forward Plan
<b>Lead Member</b>	<b>Cllr. Maggie Wright - Finance, People &amp; Performance</b> <b>(Deputy Leader)</b>
<b>Report Author</b>	HR Service Manager
<b>Corporate Priority</b>	People Strategy

**1. What is this report about?**

- 1.1 To present the Council's Gender Pay Gap Report for the year to the 31 March 2023.

**2. Recommendation(s) to Council**

- 2.1 That the Gender Pay Gap Report for the year to the 31 March 2023 be noted.

**3. Reason for Decisions Recommended**

- 3.1 The Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017 and this enables the Council to monitor pay differentials by gender throughout the Council.

**4. Matters to consider**

4.1 Background

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality on our workplace
- the balance of male and female employees at different levels

It is important to note that gender pay reporting is different to equal pay.

Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

## 4.2 The Gender Pay Gap Results

The results for 31 March 2023 are below for the required reportable, six calculations.

The Council employed a higher proportion of females, 56%, to males, 44%. This is consistent with 2022 figures.

### 4.2.1 The gender pay gap as a mean average

A female's hourly rate is 1.8% lower than a male.

The mean hourly rate is £17.01 for male employees and £16.71 for females.

### 4.2.2 The gender pay gap as a median average

A female's hourly rate is 1.8% lower than a male.

The median hourly rate is £14.97 for male employees and £14.69 for females.

### 4.2.3 The bonus gender pay gap as a mean average

A female's hourly rate is 0% lower than a male.

The Council does not pay bonuses in accordance with the criteria set out, the reporting of this element is not applicable.

### 4.2.4 The bonus gender pay gap as a median average

A female's hourly rate is 0% lower than a male.

The Council does not pay bonuses in accordance with the criteria set out, the reporting of this element is not applicable.

### 4.2.5 The proportion of males and females receiving a bonus payment

This is 0% for both males and females.

### 4.2.6 The proportion of males and females when divided into four groups ordered from lowest and highest pay

	Male %	Female %	Average hourly pay
Quartile 1 Lower	48.8	51.2	£11.74
Quartile 2 Lower Middle	36.5	63.5	£13.61
Quartile 3 Upper Middle	40.5	59.5	£17.07
Quartile 4 Upper	51.8	48.2	£24.91

There is a higher proportion of men than women in three of the four of the Council's pay quartiles, Q1 – Q3). Whilst in Q4 we are close to a 50:50 split of women to men.

The gender pay gap is low, it remains in favour of men, however it has remained stable at 1.8%.

#### 4.3 Relevant Consultations

The report is due to be considered by Scrutiny Commission at the meeting held 7 February 2023.

#### 4.4 Significant Issues

There are none to report currently.

### 5. What will it cost and are there opportunities for savings?

5.1 There are no costs associated with this report.

### 6. What are the risks and how can they be reduced?

6.1 None.

### 7. Other options considered

7.1 No other options were considered as it is a legal requirement to report these results.

### 8. Environmental impact

8.1 None.

### 9. Other significant issues

9.1 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities, and Climate Local and there are no areas of concern.

**10. Appendix**

10.1 Appendix A – Gender Pay Gap 2023

**11. Background paper(s)**

11.1 None.

**12. Report author's contact details**

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