

(Informal Joint) Cabinet



Forest Heath
District Council

Title of Report:	Gender Pay Gap Report	
Report No:	CAB/FH/18/018	
Report to and date:	(Informal Joint) FHDC/SEBC Cabinets	27 February 2018
Portfolio holder:	Councillor Stephen Edwards Portfolio Holder for Resources and Performance Tel: 07904 389982 Email: stephen.edwards@forest-heath.gov.uk	
Lead officer:	Karen Points Assistant Director (Human Resources, Legal & Democratic Services) Tel: 01284 757015 Email: karen.points@westsuffolk.gov.uk	
Purpose of report:	A requirement to share and publish gender pay gap information by 31 March 2018, in accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.	
Recommendation:	It is <u>RECOMMENDED</u> that Cabinet note the contents of the gender pay gap information, as set out in Appendix A to Report No: CAB/FH/18/018 for Forest Heath District Council, prior to publication by 31 March 2018.	
Key Decision: (Check the appropriate box and delete all those that <u>do not</u> apply.)	<p><i>Is this a Key Decision and, if so, under which definition?</i></p> <p>Yes, it is a Key Decision - <input type="checkbox"/></p> <p>No, it is not a Key Decision - <input checked="" type="checkbox"/></p>	
<p><i>The decisions made as a result of this report will usually be published within 48 hours and cannot be actioned until five clear working days of the publication of the decision have elapsed. This item is included on the Decisions Plan.</i></p>		
Consultation:	<ul style="list-style-type: none"> • N/A 	
Alternative option(s):	<ul style="list-style-type: none"> • N/A 	

Implications:			
Are there any financial implications? <i>If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Are there any staffing implications? <i>If yes, please give details</i>		Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Consider any action that needs to be taken to minimise/maintain pay gap	
Are there any ICT implications? <i>If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Are there any legal and/or policy implications? <i>If yes, please give details</i>		Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Statutory requirement to calculate and report	
Are there any equality implications? <i>If yes, please give details</i>		Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> This is an 'equality of opportunity' based piece of legislation	
Risk/opportunity assessment: <i>(potential hazards or opportunities affecting corporate, service or project objectives)</i>			
Risk area	Inherent level of risk (before controls)	Controls	Residual risk (after controls)
This is a statutory requirement	Low	This is a statutory requirement	Low
Ward(s) affected:		None	
Background papers: <i>(all background papers are to be published on the website and a link included)</i>		West Suffolk Councils Pay Policy Statement 2017/2018 <i>(as approved by SEBC/FHDC Councils in July 2017)</i>	
Documents attached:		Appendix A - Gender Pay Gap Report	

1. Key issues and reasons for recommendation(s)

1.1 Gender Pay Gap

- 1.1.1 By April 2018, public, private and voluntary sector organisations with 250 or more employees will have had to report on their gender pay gaps, using six different measures.

The first report must be published, on our own website and on a government site by 31 March 2018.

The data is only meaningful if looked at for the shared workforce (West Suffolk) but Forest Heath District Council, as an employer, has to report its data separately.

The Gender Pay Gap data has been shared with the Branch Secretary of Unison.

- 1.1.2 Cabinets are asked to note the gender pay gap information contained in Appendix A, prior to publication of the data with the associated narrative. An explanation of the gender pay gap and the data is also contained in the report.

1.2 Gender Pay Gap Data

- 1.2.1 The gender pay gap for West Suffolk shows no disadvantage for women in the workforce.