


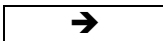








Meeting reference:	<b>Staffing and Remuneration</b>
Date:	<b>210122</b>
Title:	<b>Gender Pay Gap Report</b>
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## 1.0 Executive Summary

- 1.1 On 6 April 2017 the Government Equalities Office published its expectations that the UK would become one of the first countries in the world to require Gender Pay Gap reporting in order to eliminate the Gender Pay Gap. [The Office for National Statistics](#) publish the UK findings annually.
- 1.2 Employers are also encouraged to publish an action plan alongside their figures, demonstrating the steps they will take to close the Gender Pay Gap within their organisation.
- 1.3 We submitted our Gender Pay Gap by the end of March 2021, in accordance with requirements of the Government Equalities Office.

## 2.0 KPI Update

Key:	<b>RAG</b>		<b>Trend</b>	
		>3% above ONS benchmark		Increase on previous year
		≤3% ≥ ONS benchmark		Same as previous year
		<3% below ONS benchmark		Decrease on previous year

KPI	Target	BM	2018	2019	2020	2021	RAG	Trend
Mean Gender Pay Gap	7.5%	<b>15.5%</b>	12.6%	10.6%	11.73%	7.61%		
Median Gender Pay Gap	17.3%	<b>17.4%</b>	21.9%	32.5%	25.00%	18.0%		

## 3.0 Understanding the Gender Pay Gap

- 3.1 What is the Gender Pay Gap?  
The Gender Pay Gap shows the difference in average earnings between women and men.
- 3.2 What is equal pay?  
The Gender Pay Gap is not the same as equal pay.  
It has been illegal to pay men and women differently for the same work since the Equal Pay Act 1970 was introduced, and more recently the Equality Act 2010.
- 3.3 What is mean Gender Pay Gap?  
The mean Gender Pay Gap is the difference in the average hourly pay for women compared to men within an organisation.
- 3.4 What is median Gender Pay Gap?  
If you lined up all the women and all the men in an organisation in two separate lines in order of salary, the median Gender Pay Gap is the difference in salary between the woman in the middle of her line and the man in the middle of his line.
- 3.5 What is included in our calculations?

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This includes basic pay but it does not include pay for overtime, pay relating to redundancy/termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.

## **4.0 Risk Management**

4.1 No risks are presented in reporting Gender Pay Gap.

## **5.0 Recommendation**

5.1 The Board are asked to note the contents of this report.