

Equality impact assessment



Name of policy, service or decision: Gender Pay Gap Report 2023

Lead directorate: People and Inclusion

<p>1. Description – what is being assessed? Dudley Metropolitan Borough Council's Gender Pay Gap 2023 for publication in response to our public sector duty under the Equality Act 2010 and the proposed action plan to reduce the gap.</p>
<p>2. Lead officer on assessment: Daniele Brennan, Equality, Diversity and Inclusion Manager</p>
<p>3. Head of service: Jacqueline Branch, AD People and Inclusion.</p>
<p>4. Members of assessment team:</p> <ul style="list-style-type: none">• Daniele Brennan, Equality, Diversity, and Inclusion Manager• Nadia Owen, Senior Manager for HR Delivery & Intelligence• Karen Jesson, HR Delivery Manager - Business Partnering & Intelligence.
<p>5. Date assessment began: November 2023.</p>
<p>Background</p>
<p>6. What are the aims and objectives or purposes of the policy or service?</p> <p>The Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 introduced a mandatory gender pay gap reporting duty for employers of 250 or more employees and came into force for qualifying public sector employers from 6th April 2017 as an extension of the existing Public Sector Equality Duty.</p> <p>The pay information provided must be based on data from a specific pay period with employers having to calculate and publish their overall mean and median pay gap information before 30th March and annually thereafter as part of a regular reporting cycle.</p> <p>Dudley Metropolitan Borough Councils Gender Pay Gap report sets out the position at the "snapshot" date of 31st March 2023.</p> <p>The Council's "Gender Pay Gap" calculation shows the difference between the mean (average) and the median (mid-point), earnings between men and women expressed as a percentage of men's earnings and a breakdown by pay quartiles.</p>
<p>7. Who is it intended to affect or benefit (the target population)?</p>

The report is intended to benefit our female employees.

8. What are the main potential equality issues to be looked at?

The disproportionate rate of pay between female and male employees, and how we continue to close the gap between the sexes in relation to pay, as well as the recognition of the potential disproportionate impact of the “cost of living crisis” on women.

Evidence gathering

9. Provide details of all information about the policy, service or decision which will help with the assessment.

Equality monitoring data:

**What monitoring data is collected for each of the protected characteristics?
Set out relevant details of this data.**

- The Corporate Equalities Group will consider and comment on the Gender Pay Gap Report 2023, at its meeting on 6th February 2024.
- The Trade Unions will be informed of the findings of the Gender Pay Gap report
- The Corporate and Economic Strategy Select Committee will review and approve the 2024/2025 Equality, Diversity, and Inclusion action plan, which will support the work required to continue to reduce the Council’s Gender Pay gap. They will continue to receive an annual report setting out the situation at future “snapshot dates” and recommended actions to monitor progress.
- A range of people policies, procedures and practices are already in place which will support the Council to tackle the gender pay imbalance long term.
- A creation of a learning module on our learning platform around the gender pay gap, and equitable practices in relation to gender.

Data analysis

10. What does the information tell you? What patterns or trends are there? What comparative data is there - how does your data compare with background data e.g. from the Census, national data or research, or other authorities?

The average hourly rate for Male employees was **£16.53** (an increase from £15.19 in 2022).

The mean gender pay gap, therefore, is 7.9% (as a percentage of male pay) which reveals that, overall, the gender pay has increased when compared to 2022.

The average hourly rate for Female employees was **£15.23** (an increase from £14.21 in 2022). *Last year this was at 10%, showing the gap has closed to the benefit of the female employees in Dudley Council.*

In addition, it should be noted that the 'median' Gender Pay Gap figure has also slightly increased from **12.7% to 12.8%**.

The median hourly rate for Male employees was **£15.63** (*an increase from £13.95 in 2022*). The median hourly rate for Female employees was £13.62 (an increase from £12.17 in 2022).

The median gender pay gap, therefore, is 12.8% (as a percentage of male pay) which is slightly higher than the national average at 11.96%.

11. From your data analysis, what are the main issues relating to each protected characteristic (if any)? Consider all three parts of the public sector equality duty.

All protected characteristics	
Age	Neutral
Disability	Neutral
Gender reassignment	Neutral
Marriage or civil partnership	Neutral
Pregnancy or maternity	Neutral
Race	Neutral

Religion or belief	Neutral
Sex	Negative
Sexual Orientation	Neutral
Are there any significant issues relating to other groups of people e.g. through social class or in particular parts of the borough?	
<p>Research from Legal & General finds that working women are significantly closer to the headline if they lose their income (14 days vs. 28 days for men). However, women are more likely to be taking action to address impact of crisis on household finances by cutting back on both essentials (72%) and luxuries (86%). Cost-of-living concerns could worsen existing gender pay gap and long-term savings inequalities.</p>	
Identifying adverse impacts	
<p>12. What are the main potential adverse impacts on particular protected characteristics that need to be taken into account in changing the service or policy/making a decision? Indicate any positive impacts.</p> <p>The Council's current Gender Pay Gap report illustrates the negative impact on women of perceived organisational barriers which can stop women from applying for and progressing to more highly paid job roles.</p>	
Alternatives/mitigating actions	
<p>13. How will any adverse impacts identified be reduced or removed? Explain if it is decided that an adverse impact is unavoidable.</p> <p>The Council is committed to taking appropriate action to continue to reduce its Gender Pay Gap. Monitoring its progress over time a series of actions and measures have been identified to reduce the gap as priorities.</p> <p>Through the delivery of the People Strategy 2022-2025, and the Equality, Diversity, and Inclusion Strategy 2022-2025 we shall focus on:</p>	

- Recruitment and retention
- In the current financial climate, we shall focus on growing our own, and opportunities to enable people to take on more opportunities.
- Flexible working
- Career development, through a learning environment and
- Progression of female employees in senior managerial posts.

Monitoring arrangements

14. How will the equality impact of the policy/service be monitored in future?

This will be monitored yearly, as through our reporting life cycle.

Action planning

15. Provide details of actions or improvements identified during the EIA.

- Utilise recruitment fairs and career fairs to encourage candidates from under-represented groups publicising the Council's commitment to work-life balance through its recruitment offers of part time, job share, and flexible working opportunities.
- The use of talent and workforce planning, to identify areas of under-representation throughout our organisation.
- Continue to develop new ways of working that continue to promote Equality, diversity, and inclusion in our workforce.
- Inclusive leadership training is included in our leadership development programmes along with sessions offered to managers on inclusive conversations.
- The creation of new bespoke EDI modules on the learning platform including, gender Equality, and the gender pay gap.
- Further development work is planned to embed inclusivity within the workforce, including the development of a competency framework to support equality as a leadership accountability.
- Undertake further work to fully understand the financial disparity between men and women across all grades and as per the EDI strategy, work to understand in ethnicity inequalities, that may disproportionately affect women from Black and minority ethnic backgrounds.
- Continue to incorporate a question into future employee/pulse surveys asking all employees "what makes Dudley an employer of choice" to provide us with analysis by gender.

- Further review benchmark information and actions being taken by other organisations, including the Government Equalities Office, to continue to address Dudley's gender pay gap.

Decision making

16. Who will be making a decision relating to the policy or service (e.g. the Cabinet, a Cabinet member through a decision sheet, a director or chief officer through delegated authority) and when will a decision be made?

Not applicable.

Signed assessment lead officer: *D Brennan*

Date: 30.11.2023

Chief officer/head of service:

Date: