

Open Report on behalf of Debbie Barnes OBE, Head of Paid Service

Report to:	County Council
Date:	22 February 2019
Subject:	Pay Policy Statement & Gender Pay Gap Analysis

Summary:

Pay Policy Statement

The Localism Act 2011 requires all local authorities to agree pay policy statements, which are compliant with the provisions of the Act, annually at a Full Council meeting and then subsequently to publish them.

The Council is requested to note that that the pay policy has been updated to reflect:

- Senior Leadership roles
- Lincolnshire Payspine SCP 1 applicable to Business Support Foundation roles only

Gender Pay Gap Analysis

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory Gender Pay Gap information on an annual basis. The results of the Gender Pay Gap analysis as at 31 March 2018 is attached for information with the key points being:

- There have been improvements in both the mean and median hourly rates of pay between male and female employees
- The Council's median Gender Pay Gap is significantly lower than the national average

Recommendation(s):

The recommendation of the Pay Policy Sub-Committee is that Full Council approves the Pay Policy Statement at Appendix A and notes the Gender Pay Gap Analysis at Appendix B.

1. Background

The requirements for Councils formally to adopt Pay Policy Statements was introduced in the Localism Act 2011, followed by guidance from DCLG. In line with this guidance it is considered good practice for the Pay-Policy Sub-Committee to consider the Statement before it is presented to Full Council for approval. The Statement itself has been prepared in line with the requirements of the legislation and the best practice put forward in the guidance.

Gender Pay Gap Analysis - From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The Analysis is published by the 31st March each year.

2. Conclusion

The Pay Policy Statement sets out the County Council's policy on pay and conditions for senior managers and employees (excluding operational fire fighters and schools based employees).

The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Both the Pay Policy statement and the Gender Pay Gap Analysis ensure the Council has a fair and transparent approach to these matters.

3. Legal Comments:

The Council is required to publish its Pay Policy Statement annually under section 38 of the Localism Act 2011 and to have regard to Guidance in developing that Pay Policy Statement.

Approval of the Pay Policy Statement is reserved in law to the full Council.

The Council is also required to publish its Gender Pay Gap Analysis annually under the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017). The analysis summary is enclosed for information.

4. Resource Comments:

Both the policies ensure that all employees are treated fairly and transparently and in relation to the Pay Policy Statement, ensures that all posts can be funded from within existing Council budget.

5. Consultation

a) Has Local Member Been Consulted?

n/a

b) Has Executive Councillor Been Consulted?

Yes

c) Scrutiny Comments

The approval of the Pay Policy Statement is a decision for Full Council to make under the legislation. It has not been considered by a Scrutiny Committee but has been considered by the Pay Policy Sub-Committee.

The Gender Pay Gap analysis has been considered by the Pay Policy Sub-Committee and is included for information.

d) Policy Proofing Actions Required

n/a

6. Appendices

These are listed below and attached at the back of the report	
Appendix A	Pay Policy Statement
Appendix B	Gender Pay Gap Analysis

7. Background Papers

The following background papers as defined in the Local Government Act 1972 were relied upon in the writing of this report.

Document title	Where the document can be viewed
Employment Manual	http://www.lincolnshire.gov.uk/jobs/manuals/employment-manual

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