

Open Report on behalf of Debbie Barnes OBE, Chief Executive

Report to:	Overview and Scrutiny Management Board
Date:	30 January 2020
Subject:	Gender Pay Gap

Summary:

From April 2017, 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.

Appendix A details the Gender Pay Gap data and analysis for Lincolnshire County Council as at 31 March 2019, which is required to be published by the 30 March 2020 on the Council's and Government websites to meet the requirements under the Equality Act.

Actions Required:

To note the Gender Pay Gap data and Action Plan, as detailed in Appendix A in advance of it being published by 30 March 2020.

1. Background

The requirement for employers with 250 or more employees to publish statutory gender pay gap information on an annual basis was introduced in April 2017 under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

2. Conclusions

Lincolnshire County Council's data for 2019 as outlined in Appendix A for a second year running shows a continued improvement in the mean gender pay gap and in upper and upper middle quartile pay bands. Whilst the median gender pay gap has widened slightly compared to the previous year, this is significantly lower than the national average and other Councils we benchmark against within the region.

The gender pay gap data does not highlight any specific issues at Lincolnshire County Council. The Government, however, expects organisations to take effective action to close the pay gap and in view of the 2019 data, the Overview and Scrutiny Management Board is asked to note the action plan as outlined in Appendix A.

3. Consultation

a) Have Risks and Impact Analysis been carried out?

No

b) Risks and Impact Analysis

Not applicable

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Lincolnshire County Council's Gender Pay Gap Calculations as at 31 March 2019

5. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Vicki Sharpe, who can be contacted on 01522 552165 or vicki.sharpe@lincolnshire.gov.uk