

Cherwell District Council

Personnel Committee

31 January 2023

Gender Pay Gap

Report of Chief Executive

This report is public

Purpose of report

To provide the Personnel Committee (PC) with the latest Gender Pay Gap report for information.

1.0 Recommendations

The meeting is recommended:

- 1.1 to review the latest Gender Pay Gap report provided for information.

2.0 Introduction

- 2.1 Since 2017 employers with a headcount of 250 or more employees have been required to comply with the regulations on gender pay gap reporting.
- 2.2 The gender pay gap is the difference between the average (mean and median) earnings of men and women across the workforce.

3.0 Report Details

- 3.1 As a public sector body, CDC is required to provide pay data, broken down by gender for a 'snapshot date' of 31 March. The data included in the Gender Pay Gap Report at appendix 1 is from 31 March 2022.
- 3.2 The report provides a mean and median gender pay gap for this year, as well as the last 3 years, and outlines the proportion of men and women working at CDC in four quartile pay bands.
- 3.3 CDC are required to report their gender pay gap findings to central Government and publish the report at appendix 1 on the CDC website by 30 March this year.

4.0 Conclusion and Reasons for Recommendations

- 4.1 By completing the gender pay gap report and ensuring it is reported and published by the deadline of 30 March 2023, CDC are ensuring compliance with the Gender Pay Gap Regulations.

5.0 Consultation

N/A

6.0 Alternative Options and Reasons for Rejection

- 6.1 This report is for information only. Personnel Committee could opt to not be provided with this report going forward.

7.0 Implications

Financial and Resource Implications

- 7.1 There are no financial implications directly associated with this report. This is historic information for which any costs will already have been incurred.

Comments checked by:

Leanne Lock, Strategic Finance Business Partner,
leanne.lock@cherwell-dc.gov.uk, 01295 227098

Legal Implications

- 7.2 By completing gender pay gap reporting, CDC are ensuring compliance with Gender Pay Gap Regulations.

Comments checked by:

Shiraz Sheikh, Assistant Director of Law and Governance and Monitoring Officer,
Shiraz.Sheikh@cherwell-dc.gov.uk

Risk Implications

- 7.3 There are no risks arising from this report. Any arising risks will be managed by the relevant service operational risk register and escalated to the leadership risk register as and when necessary.

Comments checked by:

Shona Ware, Assistant Director – Customer Focus, 01295 221652
shona.ware@cherwell-dc.gov.uk

Equalities and Inclusion Implications

- 7.4 The council's EDI framework includes a commitment to providing an Inclusive Work Force and by producing a Gender Pay Statement it can ensure that gender pay data continues to be monitored. Publishing a Gender Pay Statement is also a requirement of the Equality Act

Comments checked by:
Shona Ware, Assistant Director – Customer Focus, 01295 221652
shona.ware@cherwell-dc.gov.uk

8.0 Decision Information

Key Decision

Financial Threshold Met: N/A

Community Impact Threshold Met: N/A

Wards Affected

N/A

Links to Corporate Plan and Policy Framework

N/A

Document Information

- Appendix 1 – CDC Gender Pay Gap Report – 31 March 2022

Background papers

None

Report Author and contact details

Claire Cox, Assistant Director of Human Resources

Claire.cox@cherwell-dc.gov.uk

01295 221549