

<b>This report is public</b>	
<b>Gender Pay Gap Report</b>	
<b>Committee</b>	Personnel Committee
<b>Date of Committee</b>	7 February 2024
<b>Portfolio Holder presenting the report</b>	Portfolio Holder for Corporate Services, Councillor Dallimore]
<b>Date Portfolio Holder agreed report</b>	30 January 2024
<b>Report of</b>	Assistant Director of Human Resources, Claire Cox

## Purpose of report

To provide the Personnel Committee with the latest Gender Pay Gap report for information

### 1. Recommendations

The Personnel Committee resolves:

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

### 2. Executive Summary

- 2.1 This report provides the Personnel Committee with the latest version of the Gender Pay Gap report for information ahead of it being published on the CDC Website by 30 March 2024.

## Implications & Impact Assessments

Implications	Commentary
<b>Finance</b>	There are no financial implications directly associated with this report. This is historic information for which any costs will already have been incurred. Rachel Ainsworth Finance Business Partner, 23 January 2024
<b>Legal</b>	By completing gender pay gap reporting, CDC are ensuring compliance with Gender Pay Gap Regulations. Shiraz Sheikh, Assistant Director of Law and Governance and Monitoring Officer

<b>Risk Management</b>	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. Celia Prado-Teeling, Performance & Insight Team Leader, 25 January 2024			
<b>Impact Assessments</b>	Positive	Neutral	Negative	Commentary
<b>Equality Impact</b>	X			Publishing a Gender Pay Statement is a requirement of the Equality Act; in line with the council's EDI framework and our commitment to promote an Inclusive Work Force, producing a Gender Pay Statement allow us to ensure that gender pay data continues to be monitored, and any identified issues are mitigated. Celia Prado-Teeling, Performance & Insight Team Leader, 25 January 2024
<b>A</b> Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?		X		
<b>B</b> Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users?		X		
<b>Climate &amp; Environmental Impact</b>		X		There are no sustainability implications arising directly from this report.
<b>ICT &amp; Digital Impact</b>		X		
<b>Data Impact</b>		X		
<b>Procurement &amp; subsidy</b>		X		
<b>Council Priorities</b>	This report links to the Council's EDI framework.			
<b>Human Resources</b>	N/A			
<b>Property</b>	N/A			
<b>Consultation &amp; Engagement</b>	UNISON are consulted on policies.			

## Supporting Information

### 3. Background

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

### 4. Details

- 4.1 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 2023.
- 4.2 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.
- 4.3 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.

### 5. Alternative Options and Reasons for Rejection

- 5.1 The following alternative options have been identified and rejected for the reasons as set out below.

Option 1: This report is provided for information only. There are no other options required as CDC must ensure compliance with the Gender Pay Gap Regulations.

### 6 Conclusion and Reasons for Recommendations

- 6.1 By completing the gender pay gap report and ensuring it is reported and published by the deadline of 30 March 2024, CDC are ensuring compliance with the Gender Pay Gap Regulations

### Decision Information

<b>Key Decision</b>	N/A
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<b>Subject to Call in</b>	N/A
<b>If not, why not subject to call in</b>	N/A
<b>Ward(s) Affected</b>	N/A

## Document Information

<b>Appendices</b>	
<b>Appendix 1</b>	CDC Gender Pay Gap Report.
<b>Background Papers</b>	N/A
<b>Reference Papers</b>	N/A
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