

Cyngor Sir CEREDIGION County Council

REPORT TO: Overview and Scrutiny Co-ordinating Committee

DATE: 11 September 2023

LOCATION: Hybrid

TITLE: Gender Pay Report 2023 and Workforce Equality Report 2023

PURPOSE OF REPORT: To ensure that the Authority is meeting its requirements in relation to the Equality Act 2010 the Public Sector Equality Duty 2011 to publish employment information annually

REASON SCRUTINY HAVE REQUESTED THE INFORMATION: To ensure that the report is fit for purpose and to make recommendations to Cabinet as appropriate

BACKGROUND:

Ceredigion County Council, along with all listed public authorities in Wales, is required to carry out gender pay reporting and publish employment information on an annual basis.

Gender Pay Report 2023

The requirement to carry out gender pay reporting is contained with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The Regulations require the following six calculations to be undertaken on the workforce as at 31 March each year. The report is based on the workforce snapshot data taken on 31 March 2023.

1	Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2	Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3	Mean bonus gender pay gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4	Median bonus gender pay gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5	Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6	Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

As a result of the introduction of the Single Status Agreement in 2012 Ceredigion County Council does not pay bonus payments (performance or specific) therefore no figures are published for points 3, 4 or 5 in the above table.

As at 31 March 2023 a mean pay gap of -7.8% and a median pay gap of -10.4% existed between men and women. This has increased from 31 March 2022 where the mean pay gap was -6.0% and median pay gap was -7.6%. The reason the gap exists is covered in the report together with the measures we are taking to address the pay gap.

Workforce Equality Report 2023

The Public Sector Equality Duty 2011, which forms part of the Equality Act 2010, requires that the Council publishes a range of data relating to our workforce under each of the protected characteristics detailed in the Equality Act:

- Age
- Disability
- Gender Reassignment
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual Orientation
- Marriage and Civil Partnership

The data gathered relates to the period 1 April 2022 to 31 March 2023 and reports on each protected characteristic in:

- our current workforce as at 31 March 2023;
- those who have applied for jobs during the period
- those who have left our employment during the period

	Has an Integrated Impact Assessment been completed? If not, please state why	No. This report does not refer to a policy or service change
WELLBEING OF FUTURE GENERATIONS:	Summary: Long term: Integration: Collaboration: Involvement: Prevention:	
RECOMMENDATION (S):	(1) To receive the Gender Pay Report 2023 (2) To receive the Workforce Equality Report 2023	
REASON FOR RECOMMENDATION (S):	(1) Compliance with Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017	

(2) Compliance with Equality Act 2010: Public
Sector Equality Duty 2011

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Date of Report: 15/08/2023

Acronyms: