



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

7TH JUNE 2021

REPORT OF THE HEAD OF HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT – SHEENAGH REES

Matter for information

Wards Affected: All wards

Workforce Information Report

Purpose of Report

The purpose of this report is to provide Members with the Council's Gender Pay Gap report for 2020. The report is provided in Appendix 1.

Executive Summary:

This report provides Members with information on the gender pay balance and is measured using the mean gender pay gap, the median gender pay gap and pay quartiles.

Background:

The general public sector equality duty under the Equality Act 2010 came into force in April 2011 and it requires public bodies to publish

specified information to demonstrate their compliance with the Public Sector Equality Duty.

The legislation requires us to include a gender pay objective within this annual report. Therefore, in order to reflect the new obligation of the legislation, we have calculated and will be reporting our gender pay gap annually.

Gender Pay Gap 2020 – headline data:

- Please refer to Appendix 1 for definitions and information on how the gender pay gap is calculated.
- The median gender pay gap (excluding schools) in 2019 was 3.93%. In 2020 our median gender pay gap has reduced to 3.44%.
- If we include schools, the median gender pay gap in 2019 was 9.25%. In 2020 the median gender pay gap increased to 9.54%.
- The council's median gender pay gap, including and excluding schools, is below the UK national average median gender pay gap of 15.5% in 2020.

Financial Impacts:

No implications.

Integrated impact assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

Valleys Communities Impacts:

No implications

Workforce Impacts:

Developing measures to reduce the council's gender pay gap is an objective of the council's Strategic Equality Plan. The council has worked in partnership with Chwarae Teg as a member of their Fairplay Employer Scheme since 2019, to develop and implement an action plan to reduce the gender pay gap.

Legal Impacts:

The general public sector equality duty under the Equality Act 2010 came into force in April 2011 and it requires public bodies to publish specified information to demonstrate their compliance with the Public Sector Equality Duty.

Risk Management Impacts:

No implications.

Consultation:

There is no requirement under the Constitution for external consultation on this item.

Appendices:

Appendix 1 – Gender Pay Gap Data

Recommendations:

It is recommended that Members note the gender pay gap report.

FOR INFORMATION**Officer contact:**

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