



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

27TH FEBRUARY 2023

REPORT OF THE HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT – SHEENAGH REES

Matter for information

Wards Affected: All wards

Gender Pay Gap Report

Purpose of Report

The purpose of this report is to provide Members with the Council's Gender Pay Gap report for 2022.

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. It refers to all Council employees, excluding school employees.

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 by 31st March 2012, then at subsequent intervals, of not greater than one year. Any gaps in the specified information should be clearly identified, the reasons for the gaps, and the measures that are being to address the gaps in future.

The data published refers to all Council employees, excluding school employees as it is not a requirement to publish data including school employees; each school has responsibility for their own pay policy arrangements.

In addition to the requirements above, the legislation now 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 2022 – headline data:

Please refer to Appendix 1 for definitions and information on how the gender pay gap is calculated.

- The mean gender pay gap in 2021 was 6.5%. In 2022 our median gender pay gap has reduced to 4.26%
- The median gender pay gap in 2021 was 3.86%. In 2022 our median gender pay gap has reduced to 3.56%
- The council's median gender pay gap is below the UK national average median gender pay gap of 14.9% in 2022.

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.

Officer contact

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