

# REMUNERATION COMMITTEE – 28 SEPTEMBER 2017

## Update on Gender Pay Gap Reporting 2017

### Report by the Director of Human Resources

#### Introduction

1. From 6 April 2017 employers in the UK with more than 250 staff will be required by law to publish the following figures annually on their own website and on a government website to show how large the pay gap is between their male and female employees:
  - Gender pay gap (mean and median averages)
  - Gender bonus gap (mean and median averages)
  - Proportion of men and women receiving bonuses
  - Proportion of men and women in each quartile of the organisation's pay structure
2. For public sector employers the relevant date for reporting is 31<sup>st</sup> March each year. Employers have 12 months to publish their gender pay gap so the first report needs to be published by 31 March 2018.

#### What should be done with the calculations?

3. The results must be published on the employer's website and a government website.
4. Employers have the option to provide a narrative with their calculations. This should generally explain the reasons for the results and give details about actions that are being taken to reduce or eliminate the gender pay gap.

#### Current position on reporting

5. Our payroll service (Hampshire County Council IBC) is currently in the process of building a report for all partners to enable them to calculate their gender pay gap.
6. Once the results of our gender pay gap are known, any actions to reduce any gender pay gap identified will feed into the Equality in Employment Action plan 2017 – 2021.

#### Schools reporting

7. Schools will only have to publish gender pay reports if the legal entity they are part of has 250 or more employees.
  - No schools (other than the one exception of a pupil referral unit) will be included in its local authority gender pay reporting.

- For maintained schools in and out of federations, the governing body is responsible for publishing their own gender pay reports. Maintained schools include foundation, community, voluntary, nursery or special schools.
- For academies in and out of chains, and for free schools, the proprietor is responsible for publishing their own gender pay reports.

## **RECOMMENDATION**

8. Remuneration Committee is asked to note the report.

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