

PUBLIC

MINUTES of a meeting of the **CABINET MEMBER FOR CORPORATE SERVICES** held on 11 February 2021.

PRESENT

Cabinet Member – Councillor A Foster

Also in attendance – Councillor P Murray

6/21 **MINUTES RESOLVED** that the minutes of the meeting held on 14 January 2021 be confirmed as a correct record.

7/21 **GENDER PAY GAP REPORTING REQUIREMENTS** The Regulations required that all public, private and voluntary sector organisations with over 250 employees published and reported specific data on their gender pay gap by 31 March each year. Organisations were required to publish gender pay gap data and supporting narrative on their website as well as reporting the data on the Government Equalities Office website.

The reporting requirements, set out in Appendix 1 to the report, provided detailed instructions on the data to be included or excluded in the pay gap calculations as well as specifying the calculations to be carried out. The calculations were undertaken using data from a specific reference date, called the 'snapshot date'. For public sector organisations, the snapshot date each year was 31 March and the required data must be published within a year of the snapshot date. Therefore, the Council's data at 31 March 2020, along with that of all other public sector organisations, will have to be published by the end of March 2021.

The Council currently had a mean gender pay gap of 10.4% and a median pay gap of 15.2%, however, this was not due to female employees being paid less than male employees for undertaking equivalent work. The main factor was due to the types of jobs available, particularly lower paid part time roles that attracted predominantly female applicants, such as cleaners, catering, library assistants and care workers.

The Council was committed to building on actions and initiatives to reduce the gender pay gap and promote greater diversity within its employment sectors. In 2020 the overall percentages of females and males in the workforce remained static at 76% for females and 24% for males for the third consecutive year. Details of the Council's mean gender pay gap, median gender pay gap and pay quartile bands were set out in the report. The mean Gender Pay Gap had decreased by 1.1% from 11.5% reported in 2019 to 10.4% reported in 2020. The median had also reduced by 4.8% from 20% in 2019 to 15.2% in 2020.

Details of the composition of the workforce in relation to gender were set out in Appendix 2 to the report and showed the Council's workforce was predominantly female (76%) and female employees represented the majority of Council employees in all four pay quartiles.

The Gender Pay Gap Reporting Narrative, set out in Appendix 3 to the report, provided further information about the data and the Council's long-term action plan to reduce the gender pay gap.

RESOLVED to note the report and the proposed data to be published.

8/21 **EXCLUSION OF THE PUBLIC RESOLVED** that under Regulation 4 (2)(b) of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012, the public be excluded from the meeting for the following items of business on the grounds that in view of the nature of the items of business, that if members of the public were present, exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 would be disclosed to them.

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC WERE EXCLUDED FROM THE MEETING

1. To confirm the exempt minutes of the meeting held on 14 January 2021 (contains exempt information)
2. To consider the exempt reports of the Managing Executive Director Commissioning, Communities and Policy on:
 - a) Quarterly Report of Delegated Approvals for Property Transactions – not exceeding £500,000
 - b) Quarterly Report of Delegated Approvals for Property Transactions – not exceeding £100,000(contains information relating to the financial or business affairs of any particular person (including the Authority holding that information))