

DACORUM BOROUGH COUNCIL – GENDER REPORTING STATEMENT

Introduction

All employers with 250 or more employees are required to publish details and analysis of their gender pay gap.

This was introduced in order to address the average pay gap disparity between men and women and it was introduced alongside the existing public sector equality duties for public bodies.

The following report therefore sets out the Council's gender pay gap information and a summary of the key actions that will be undertaken to help address any identified issues and promote pay equality.

Gender Pay Gap

Overall Pay Gap

	<i>Total Number of Staff</i>	<i>Mean Hourly Rate</i>		<i>Median Hourly Rate</i>
Female	442	£15.00	Female	£13.22
Male	423	£14.66	Male	£11.96
Mean Gender Pay Gap	2% minus		Median Gender Pay Gap	11% minus

Total Employee Headcount: 865

DBC's Approach to Pay Equality – Key Actions

The Council's approach to addressing disparity and promoting positive pay equality is based around four key areas of action:

- Strategy and Policy
- Recruitment and Selection
- Terms and Conditions of Employment
- Support provided to staff

Strategy and Policy

- The Council is in the process of renewing its People Strategy. This will set out a series of projects and actions that will help to address gender pay disparity including improving diversity in recruitment, improve retention and career progression opportunities through offering more flexible working and a better life balance.
- The Council undertakes a Community Impact Assessment on any new or updated strategy, policy or plan. This considers the impact that a proposal will have on equality and diversity (including on gender). It also details the measures that have been put in place to mitigate any negative effects.

- The Council has recognised the increased importance of Diversity and Inclusion and as such have recruited a dedicated Diversity and Community Inclusion Lead Officer to work closely with internal and external partners.
- A Diversity and Inclusion Forum has been set up with representatives from across the Council attending a monthly forum to address and promote Equality and Diversity.
- A Diversity, Inclusion and Equality Policy and Strategy is being reviewed and updated with an action plan focussed on existing and the introduction of new work processes across the Council from Recruitment and Selection, Training and Development and the implementation of Best Practice.

Recruitment and Selection

- The Council requires all managers to attend recruitment and selection training which focuses on how to select staff using objective criteria and how to avoid and inherent or unconscious bias.
- The Council operates the nationally recognised Single Status scheme to ensure that all roles in the Council were evaluated using the same system (National Joint Committee Gauge).
- A robust process is used for job evaluation, recruitment and selection and this is managed and monitored at senior level to ensure that the process is open and transparent and that it promotes diversity at all levels.
- The council's focus on recruitment advertising has been reviewed and more work is being directed towards a greater range of channels including mediums that are likely to appeal to a more diverse range of candidates.

Terms and Conditions

- The Council is committed to Equality Opportunities and re-affirms this assurance in the Policy Statement it issues to all staff as part of the employee handbook
- There is mandatory training in place for all new starters on Equality and Diversity. There is also a requirement that refresher training is required every three years.
- The Council continues to pay the National Living Wage.
- The Council operates a wide range of flexible working policies including home working, flexi-time, enhanced maternity and paternity rates and the ability to buy additional leave.

Support

- The annual staff survey asks staff questions about their employment and the results are analysed and an action plan is developed to respond to any issues.

- A monthly Health and Wellbeing (employee engagement) Forum has been set up with representatives from across the Council to address and implement wellbeing initiatives to promote better work life balance to all staff.
- The Council provides a comprehensive employee assistance programme that offers 24/7 support and advice and can help on a range of employment related issues.

The Council considers that the existing and new actions and commitments (as outlined in this paper) will ensure that Dacorum continues to keep gender pay parity.