

DACORUM BOROUGH COUNCIL – GENDER REPORTING STATEMENT 2021/22

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	361	£15.00		Female	£13.22
Male	357	£14.66		Male	£11.96
Mean Gender Pay Gap		-2%		Median Gender Pay Gap	-11%

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
- Support

Strategy and Policy

- The Council launched its new People Strategy in April 2017. This set out a series of projects and actions that will help to address gender pay disparity including improving diversity in recruitment and better monitoring of workforce diversity.
- 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.
- Officers from the Council attend the **Herts. Diversity Network**, which are a group set up from all of the local authorities in Hertfordshire to come together and support each other on equality issues.

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 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 spend 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 and compliance is monitored by HR and Management.
- The Council pays the above the living wage.
- The Council operates a 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.
- 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 runs a staff engagement group as a forum to for staff to raise any issues to the Council corporate management team.

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.