

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

Total number of staff

Female: 350

Male 375

Mean hourly rate

Female £18.51

Male £17.81

Mean Gender Pay Gap

4% minus

Median hourly rate

Female: £17.31

Male: £16.07

Median gender pay gap

8% minus

Total Employee Headcount: 725

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 has an approved people Strategy that sets out a series of projects and actions that supports 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 Equality Impact Assessment on any new or updated strategy, policy or plan where applicable. 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 has a dedicated Equality, Diversity and Inclusion Lead Officer to work closely with internal and external partners.
- An EDI Forum exists with representatives from across the Council attending a monthly forum to address and promote Equality and Diversity. Mandatory EDI training is also delivered to all staff. EDI initiatives have been implemented and will continue to evolve, as well as the celebration of key EDI events throughout the year. Progress is reported to the Council's Strategic Leadership Team.
- A Diversity, Inclusion and Equality Policy and Strategy is in place with an ambitious action plan.
- The Council offers work groups for staff in relation to special protected characteristics – such as gender, ethnicity etc.

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.
- We are also looking at how our selection processes can be more inclusive with consideration of anonymous applications and moving to skills ability rather than past experience, with the aim of minimising discrimination in the recruitment process, enabling opportunity for all individuals regardless of background and increasing diversity.

- We will also focus more readily on our flexible working, opportunities for development and family friendly policies and special leave, which all make us an inclusive place to work.

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, Diversity and Inclusion (as already mentioned). There is also a requirement that refresher training is required every three years. In addition the EDI Lead Officer is committed to raising EDI awareness across the council, through workshops, lunch and learn sessions and provides regular EDI development updates to key stakeholders. (You may want to add this in addition to help give this bullet point more weight).
- 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. (Is this bullet point accurate? Who are the representatives across the council? Since joining DBC I've only known this forum to be made up of HR members)
- 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. We also offer a mental health first aider scheme which staff can access.
- The Council works closely with our recognised trade union partners to continually promote the support available to our workforce through the trade unions.

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.