



FULL COUNCIL REPORT

Date Written	3 rd March 2022*
Report Author	Fran Donnelly/Leanne Edwards
Service Area	Human Resources
Exempt/Non Exempt	Non Exempt
Committee Date	30 th March 2022

To: Mayor, Ladies and Gentlemen

Gender Pay Gap Statement 2021-2022

1.0 SUMMARY OF THE REPORT

- 1.1 It is a requirement under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations; all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap.
- 1.2 The data is required to be published on the Council's website and the government website by 30th March each year. The salary data in this statement is based on the snapshot date of 31st March 2021. The regulations also require a report on a gender bonus pay gap; however, the Council has no bonus scheme in place.

2.0 RECOMMENDATIONS that

- 2.1 The content of the report and the Gender Pay Gap Statement 2021 be noted.
- 2.2 The publication of the Gender Pay Gap Statement 2021 be approved.

3.0 INTRODUCTION AND BACKGROUND

- 3.1 It is a requirement under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations; all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap.
- 3.2 The statement must be prepared annually, considered and approved by full Council and published on the Council's website.

3.3 The gender pay gap has been published previously in the Pay Policy Statement and is a theme addressed in the Strategic Equality Plan 2020-2024, however to aid transparency a separate Statement has been compiled this year.

3.4 The Gender Pay Gap Statement for 2021 is attached at Appendix 1.

4.0 FINANCIAL IMPLICATIONS

4.1 Total employee costs are £39,407,276 out of a total net budget of £133,342,000.

4.2 This is based on salary costs for council services excluding school staff.

5.0 INTEGRATED IMPACT ASSESSMENT

5.1

	Positive Impacts	Negative Impacts	Neutral / Not Applicable
1. Merthyr Tydfil Well-being Objectives	0 of 4	0 of 4	4 of 4
2. Sustainable Development Principles - How have you considered the five ways of working: <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	3 of 5	0 of 5	2 of 5
3. Protected Characteristics <i>(including Welsh Language)</i>	0 of 10	0 of 10	10 of 10
4. Socio-economic Disadvantage	0 of 6	0 of 6	6 of 6
5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required
	0 of 1	0 of 1	1 of 1
6. Data and Evidence to inform the proposal	Yes		No
	1 of 1		0 of 1
7. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced
	0 of 1	0 of 1	0 of 1
Summary			
The main positive impacts are:	The proposal has a positive impact on the sustainable development principles and does not impact the Well-being Objectives.		

The main negative impacts are:	No negative impacts have been identified.
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**ELLIS COOPER
CHIEF EXECUTIVE**

**COUNCILLOR CHRIS DAVIES
CABINET MEMBER FOR
GOVERNANCE AND RESOURCES**

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Gender Pay Gap Statement 2021		
Does the report contain any issue that may impact the Council's Constitution?		No

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.