



To: Chair & Members of the Union /
Employee Consultation Committee

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3rd February 2021

Dear Councillor

UNION / EMPLOYEE CONSULTATION COMMITTEE

You are hereby summoned to attend a meeting of the Union / Employee Consultation Committee of Bolsover District Council to be held as a Virtual Meeting on Thursday, 11th February, 2021 at 10:00 hours.

Members will be sent the details on how to access the Virtual Meeting by email.

Virtual Attendance

I have provided **all Members** with advice that all meetings **must** be held virtually during the National Lockdown. The Council Chamber will not be available for Members to attend the meeting physically during this time, **Should you decide to disregard this advice and potentially be in breach of the law, you will be deemed to have accepted the risk assessments listed for the Arc.**

The Governance and ICT teams supporting the meeting will be working remotely, and can provide assistance to you for joining virtually.

	<p>We speak your language</p> <p>Polish Mówimy Twoim językiem</p> <p>Slovak Rozprávame Vaším jazykom</p> <p>Chinese 我们会说你的语言</p>
<p>If you require this agenda in large print or another format please call us on 01246 217753</p>	
<p>If you require an adjustment to enable you to participate in or access the meeting please contact the Governance Team at least 72 hours before the meeting starts.</p>	

Risk Assessment Disclaimer

The following risk assessments are available on the Modern.Gov App library:

- Covid-19 ARC RTW RA001
- Working in Offices At The Arc During Covid-19 Pandemic Guidance – ARC – SSW001
- Meetings – EM001 - Committee and Council Meetings during the Covid-19 pandemic

Register of Members' Interests - Members are reminded that a Member must within 28 days of becoming aware of any changes to their Disclosable Pecuniary Interests provide written notification to the Authority's Monitoring Officer.

You will find the contents of the agenda itemised from page 3 onwards.

Yours faithfully

A handwritten signature in black ink that reads "Sarah Steenberg". The signature is written in a cursive, flowing style.

Solicitor to the Council & Monitoring Officer

**UNION / EMPLOYEE CONSULTATION COMMITTEE
AGENDA**

Thursday, 11th February, 2021 at 10:00 hours taking place as a Virtual Meeting

Item No.	PART 1 – OPEN ITEMS	Page No.(s)
1.	Apologies For Absence	
2.	Urgent Items of Business To note any urgent items of business which the Chairman has consented to being considered under the provisions of Section 100(B) 4(b) of the Local Government Act 1972.	
3.	Declarations of Interest Members should declare the existence and nature of any Disclosable Pecuniary Interest and Non Statutory Interest as defined by the Members' Code of Conduct in respect of: a) any business on the agenda b) any urgent additional items to be considered c) any matters arising out of those items and if appropriate, withdraw from the meeting at the relevant time.	
4.	Minutes To consider the minutes of the last meeting held on 17 th September 2020.	4 - 6
5.	Sickness Absence Quarter 3 (October - December 2020)	7 - 16
6.	Gender Pay Gap 2019/2020	17 - 22

UNION / EMPLOYEE CONSULTATION COMMITTEE

Minutes of a meeting of the Union / Employee Consultation Committee of the Bolsover District Council held in the Virtual Meeting and Meeting Room TBC, The Arc, Clowne on Thursday, 17 September 2020 at 10:00 hours.

PRESENT:-

Council Representatives: Councillors D Adams, J Bryson, M Dixon, M Dooley and T Kirkham.

Unison Representatives: Christopher McKinney (Chair), Kevin Shillitto and Liz Robinson.

Officers: Lee Hickin (Head of Paid Service), Sara Gordon (Human Resources & OD Manager), Alison Bluff (Governance Officer) and Tom Scott (Governance Officer).

UECC1-20/21 APOLOGIES FOR ABSENCE

There were no apologies for absence.

UECC2-20/21 URGENT ITEMS OF BUSINESS

There no urgent items of business.

UECC3-20/21 DECLARATIONS OF INTEREST

There were no declarations of interest made.

UECC4-20/21 MINUTES - 6TH FEBRUARY 2020

Moved by Chris McKinney (Unison) and seconded by Kevin Shillitto (Unison);
RESOLVED that subject to the headings of Minute 0613 and 0614 being amended to read; '**26TH SEPTEMBER 2019**' and '**5TH DECEMBER 2019**' the Minutes of the Union/Employee Consultation Committee held on 6th February 2020 be approved as correct records.

UECC5-20/21 SICKNESS ABSENCE QUARTER 1 (APRIL 2020 - JUNE 2020).

The Human Resources & OD Manager introduced the report and highlighted the salient points from the report, including patterns and emerging trends. She noted that the average number of days lost per full time employee in April to June (Q1) due to staff sickness was 1.5.

Members of the Committee had the opportunity to question officers and discuss the report in depth, including on issues related to Covid cases amongst staff (whether these be symptomatic or asymptomatic cases) and the problems staff had faced in accessing tests. She noted that there had not been many cases, and these were across departments including Environment and some in Housing. She highlighted that there had

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been a mobile testing unit on site at the Council offices previously but that it was not something that had been explored as a regular provision because of the small volume of staff physically coming into the office.

Members commented that it might be useful to have a further breakdown of figures in relation to cases per workspace or office, and the Human Resources & OD Manager noted that managers were required to fill in sickness forms for all employees even if they had tested positive but were still fit for work or were self-isolating, and that this information was regularly provided to the Senior Management Team.

Regarding the figures on stress and depression, it was noted that it was a fairly steady picture but that there had been some challenges as a result of the recent situation due to people having been at home for prolonged periods of time, and that officers were working with managers on a regular basis to address this, as well as presenting a different way of assisting employees, for example counselling sessions over Zoom.

The Head of Paid Service gave an introduction to the Homeworking sub-group and noted that the unions would be sent an invitation to join the group, which developed organically out of the recovery plan work. He noted that the group wanted to capture the benefits generated through working from home as well as the downsides.

Councillor M Dooley commented that the measures that had been put in place to make the office safe for everyone were excellent and this was echoed by the Chair who added that the initial set up of the office and how it was looked at and risk assessed was very impressive. He noted that questions on how it had been monitored would be picked up within the next item.

Moved by Councillor M Dooley and seconded by Councillor D Adams

RESOLVED – that the report be noted.

UECC6-20/21 DISCUSSION REGARDING COVID-19 AND IMPACT ON WORKFORCE.

The Human Resources & OD Manager introduced the discussion and gave some reassurance of the arrangements that had been put in place during the last few months to accommodate the different circumstances and scenarios that the pandemic had created, as well as to receive any feedback on those arrangements. She noted that it had been challenging to keep on top of the government guidance which changed very quickly and to respond to the situations the staff and services were experiencing. She said overall there had been very positive feedback from managers and staff members. She highlighted that the workplace measures that had been introduced in March (and updated in June, July and August) had initially been for the short term but now officers were looking at reviewing these to make sure they were suitable for the medium to longer term and that they worked on a practical basis. She also noted that all staff had been offered vouchers to have a flu jab, to help with wellbeing and attendance at work.

Union Representative, Kevin Shillitto thanked officers for all that had been done the past few months to support staff and noted that it had been really positive and well received, and that he was grateful that he had clear reasons and explanations to share with his members. He raised a number of issues, including that there had been two surveys on homeworking, the outcomes of which had not been shared with staff; that greater

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guidance was needed in terms of holding informal/team meetings as there was inconsistency about how these were being managed, and finally the lack of clarity on annual leave for those who had been through periods away from work or self-isolating.

In relation to the effects on annual leave, the Head of Paid Service acknowledged that it had been a difficult situation to manage and any impacts on annual leave were currently on hold until the varying factors could be balanced. He noted that the intention was that when people were choosing to be at home for prolonged periods then that would be offset by a reduced period of annual leave but that this had yet to be refined. He confirmed that communications had been sent out to staff the previous day.

In relation to the homeworking surveys, the Human Resources & OD Manager noted that the results of the initial survey regarding employee set up and display screen equipment had been shared with managers who had been asked to discuss this with employees and that she would send out a message to managers to remind them that this conversation should have taken place. The second survey was part of the recovery work plan and was to establish how productive employees had been and any issues they may have had and the results of that survey would be fed into the Homeworking sub-group. Officers noted that they would send out best practice guidance on the format for informal meetings.

The Head of Paid Service extended an offer to the union representatives to join another sub-group which was looking at improvements to the Job Evaluation Scheme (including addressing concerns and issues), and confirmed that Members would also be involved with this process.

The meeting concluded at 10:57 hours.



Bolsover District Council

Report of HR & OD Manager

Sickness Absence Quarter 3 (October – December 2020)

1. Purpose of the Report

1.1 To report the sickness absence figures throughout the Council for Quarter 3, (October – December 2020).

2. Issues for Consideration

2.1 Figure 1 shows a summary of sickness absence levels within Bolsover District Council for the months October to December 2020.

2.2 Absence for the Senior Managers Group is shown as 50% of the total absence for Senior Managers as this is split with Bolsover/NE Derbyshire District Council. For other employees the absences included are for the employing authority only.

2.3 The **average number of days lost per employee** for Quarter Three was **1.14 days**

2.4 The projected **2020/21** outturn figure for the **average number of days lost per employee** is **5.32 days**

2.5 The annual target for the Local Performance Indicator to the end of March 2021 is **8.5 days**.

2.5 For the purposes of sickness reporting, following recent restructures Senior Management is split as follows

- 1 x Joint Director (2 x 0.5 fte), 1 x Director (BDC), 4 x Joint Heads of Service and 2 x Heads of Service and 1 x Assistant Director (BDC only). No sickness was experienced during Quarter 3.

3. Summary of Key Corporate Trends

The following tables detail the key pattern and trends being experienced corporately in relation to sickness absence.

Table One: Organisational Outturn Average Number of Days Absence

	2017/18	2018/19	2019/20	Current Year 20/21	Current Year Costs
Quarter One	2.00	2.23	1.85	1.50	£51,292.61
Quarter Two	2.12	1.86	1.84	1.35	£52,351.59
Quarter Three	2.38	2.52	2.43	1.14	£46,411.80
Quarter Four	2.80	2.09	1.68		
Overall Outturn	9.3	8.7	7.8		

Table Two: Organisational Long Term/Short Term Split Days Percentage

	2017/18		2018/19		2019/20		2020/21	
	Short term	Long Term	Short term	Long Term	Short term	Long Term	Short Term	Long Term
Quarter One	31.4%	69.6%	34.0%	66.0%	43%	57%	33%	67%
Quarter Two	35.5%	64.5%	35.0%	65.0%	54%	46%	37%	63%
Quarter Three	50.3%	49.7%	32.4%	67.6%	44.8%	55.2%	47.1%	52.9%
Quarter Four	49.4%	50.6%	43.6%	56.4%	60.1%	39.9%		
Overall Outturn	37.4%	62.6%	36.25%	63.75%	48.1%	51.9%		

Table Three: Number of Long Term/Short Term Cases

	2017/18		2018/19		2019/20		2020/21	
	Short term	Long Term	Short Term	Long Term	Short Term	Long Term	Short Term	Long Term
Quarter One	69	16	104	18	94	15	48	15
Quarter Two	96	18	85	14	87	11	50	11
Quarter Three	112	18	98	21	102	14	48	6
Quarter Four	144	18	103	14	90	9		
Overall Outturn	421	70	390	67	373	49		

Table Four: Top Three Services Proportionately Experiencing Highest Levels of Absence

	2017/18	2018/19	2019/20	Current Year 2020/21
Quarter One	1. Customer Services 2. Housing 3.Planning	1.Customer Services 2.Property/Estates 3.Housing/CS	1.Elections 2.Customer Services 3.CEO/Dir/HoS	1. Leaders/Exec.Team 2. Legal 3. Revs. & Bens.
Quarter Two	1. Planning 2. Customer Services 3. Democratic	1. Customer Services 2. Elections 3 .Revs & Bens	1.Customer Services 2.Revs & Bens 3.Housing	1.Dev/Business Growth 2.Elections 3.Housing Repairs
Quarter Three	1. Customer Services 2. ICT 3. Democratic	1. Elections 2..HR/Payroll/H&S 3 CEO/Dir/HoS	1. Customer Services 2.HR/Health & Safety 3. Revs & Bens	1. Elections 2. Streetscene 3. Democratic Services
Quarter Four	1. Streetscene 2. Customer Services 3. Revenues	1. CEO/Dir/HoS 2. Democratic 3. Customer Services	1.Legal 2.Revs & Bens 3.Partnership	1. 2. 3.
Overall Outturn	1. Cust Services 2. Housing 3. Revenues	1. Cust Services 2 .CEO/Dir/HoS 3. HR &Payroll	1.Customer Services 2.Comms 3.Housing/CS	1. 2. 3.

Table Five: Top Three Services Proportionately Experiencing Lowest Level of Absence

	2017/18	2018/19	2019/20	Current Year 20/21
Quarter One	1. Perf/Comms 2. ICT 3. Legal	1. HR & Payroll 2. Elections 3. Procurement	1. Performance 2. HR& HS 3. Econ Dev	1. Elections Health&Safety, HR Comms Performance & Finance 2. Democratic 3. Customer Services
Quarter Two	1. Finance 2. Perf/Comms 3. CEPT	1. Perf/Comms 2. CEPT 3. Econ Growth	1. Legal 2. Governance 3. HR&Health& Safety	1. Finance 2. Revs & Bens 3. Directors/HofS
Quarter Three	1. Finance 2. Planning 3. Econ. Dev	1. Procurement 2. Partnerships 3. Finance	1. Elections 2. Performance 3. Econ Dev	1. Finance 2. Customer Services 3. Property & Estates
Quarter Four	1. Finance 2. CEPT 3. Legal	1. Finance 2. Partnerships 3. Procurement	1. Elections 2. Econ Dev 3. Legal	1. 2. 3.
Overall Outturn	1. Finance 2. Legal 3. CEPT	1. Procurement 2. Finance 3. CEPT	1. Performance 2. Econ Dev 3. Planning	1. 2. 3.

Table Six: Top Three Reasons for Absence

	2017/18	2018/19	2019/20	Current Year 20/21
Quarter One	1 Operations/Hosp 2 Stress/Dep 3 Other Musc. Skeletal	1 Stress/Dep 2 Other Musc. Skeletal 3 Other	1.Viral Infection 2.Other Musc. Skeletal 3.Other	1.Stress/Depression 2.Other 3.Headaches/Migraines
Quarter Two	1 Stress/Dep 2 Operations/Hosp. 3 Other Musc Skeletal	1 Stress/Depression 2 Other Musc Skeletal 3 Other	1.Stress/Depression 2.Other Musc. Skeletal 3.Chest/Respiratory	1.Operations/Hospital 2.Other-Musculo-skeletal 3.Stress/Depression
Quarter Three	1 Stress/Dep 2 Operations/Hosp 3 Other Musc Skeletal	1 Other Musc. Skeletal 2 Operations/Hosp 3 Stress/Dep	1. Stress/Depression 2. Chest/Respiratory 3.Other Musc. Skel	1.Other Musc. Skel 2.Stress/Depression 3.COVID 19 Symptoms
Quarter Four	1 Other Musc Skeletal 2 Operations/Hosp 3 Stress/Dep	1 Ops/Hospital 2 Stress/Depression 3 Viral	1.Stress/Depression 2.Coronavirus Symptoms 3.Other Musc. Skel	1. 2. 3.
Overall Outturn	1 Stress/Dep 2 Other Musc Skeletal 3 Operations/Hosp	1 Other Musc Skeletal 2 Stress/Depression 3 Back Problems	1.Stress/Depression 2.Other Musc. Skel 3.Operations/Hosp	1. 2. 3.

Key Trends

- Other muscular/skeletal has been in the top reason for employees being absent from work for the last 5 quarters and stress/depression remains consistently in the top 3, a significant proportion of these are as a result of non-work related issues.
- Mental health awareness sessions have been rolled out across staff and delivered via Zoom in January
- An additional 95 days were lost in Quarter 3 due to COVID19 symptoms (employees reporting unfit for work).
- Long Term Sickness absence cases for Quarter 3 (2020/21) are lower than Quarter 3 (2018/19 and 2019/20).
- 9 Departments experienced zero sickness in Quarter 3 and 6 Services have experienced less than 1 days per FTE employee.
- Sickness levels have decreased further following Quarter 2 and are the lowest recorded on the report to date.

- Analysis work has also been undertaken on whether the lockdown period has increased specific sickness issues, such as stress and depression, headaches and migraines and back problems. It would appear that the proportions of the days lost for these types of sickness has remained relatively static.
- This is the lowest quarter reported over the last 4 financial years – possible factors which may be impacting on attendance include:
 - Customer Services, Streetscene & Housing frontline services have continued to operate throughout the lockdown period
 - Due to limited personal interaction, increased remote working, school closures and social distancing practices has resulted in less infections being transmitted
 - Leisure Services have not been operating as normal therefore less sickness has been experienced

5. Actions

- 5.1 Managers have support from dedicated service area HR Link Officers and are issued monthly sickness absence information. Managers are also able to access sickness information for their teams' on a daily basis via HR21 Self Service.
- 5.2 Support for managers and employees is provided by Occupational Health where appropriate and employees have access to a 24 hour, 7 days a week Employee Assistance Programme where confidential advice is provided on a range of issues
- 5.3 Operational concerns about the management of sickness absence cases that exist are being raised with the respective managers and dealt with as per standard practice and policy.

Recommendations

- 6.1 To note the contents of this report

Appendix One: Summary Figures for the Quarter by Directorate/Service

Figure One – Service Breakdown Short/Long Term Split

Service	Short term days	No. of Employees absent	Long term days	No. of Employees absent	Total Days lost	FTE No. in Section	Average days lost per FTE
Directors and Heads of Service	0	0	0	0	0	9	0
Democratic	12.5	2	0	0	12.5	7.52	1.66
Elections	0	0	66	1	66	4	16.5
Health & Safety	0	0	0	0	0	4	0
Human Resources	0	0	0	0	0	2.43	0
Legal	0	0	0	0	0	7.7	0
Communications	0	0	0	0	0	5	0
Performance	0	0	0	0	0	2.81	0
Finance	0	0	0	0	0	12.42	0
Revenues & Benefits	21	6	0	0	21	28.42	0.74
Customer Services	5	3	0	0	5	21.91	0.23
Leisure	5	1	27	1	32	41.59	0.77
Leaders/Executive Team	0	0	0	0	0	5.81	0
Streetscene	51	15	106	2	157	77.85	2.01
Development/Business Growth	2	1	0	0	2	7.22	0.28
Housing Management (including CS)	41	6	21	1	62	65.19	0.95
Housing Repairs (BDC)	74	12	22	1	96	63	1.52
Planning	0	0	0	0	0	20.04	0
Prop/Commercial/Estates	4	2	0	0	4	16.09	0.25

FOR INFORMATION ONLY – EMPLOYEES HOSTED BY NEDDC

Service	Short term days	No. of Employees absent	Long term days	No. of Employees absent	Total Days lost	FTE No. in Section	Average days lost per FTE
Environmental Health	11	2	153	4	164	39.18	4.19
ICT	20	5	0	0	20	31.45	0.64

Figure Two: Directorate Breakdown Short/Long Term Split

Directorate	No. of FTE Employees	Short term days	No of employees absent		Long term Days	No of employees absent
Directors/Heads of Service	9	0	0		0	0
Corporate Services	143.61	43.5	12		93	2
Development BDC	106.35	70	14		22	1
Env/Enforcement	143.04	102	22		127	3

Figure Three: Top Three Reasons for Absence per Directorate

Directorate	No. of FTE Employees	Top 3 Reasons for Absences
Directors/Heads of Service	9	Zero Sickness
Corporate Services	143.61	1. Stress/Depression 2. Viral Infections/COVID19 Symptoms 3. Chest/Respiratory
Development	106.35	1. COVID19 Symptoms 2. Other Musc. Skeletal 3. Back Problems
Env/Enforcement	143.04	1. Other, Musc. Skeletal 2. COVID19 Symptoms 3. Viral Infection

Four: Stress Cases During Quarter Three

Work Related	Outside of Work Related	Total
1	3	4

Figure Five: COVID-19 During Quarter Three

	The Arc	Depot Based	Grouped Dwellings	Remote Contact Centres	Total
No Self-Isolating	12	26	5	1	44
No Shielding	0	1	0	2	3
No of confirmed cases	2	10	2	0	14
No of Covid symptoms related absence days	9	73	0	13	95

Bolsover District Council

Union / Employee Consultation Committee

11th February 2021

Gender Pay Gap 2019-2020

Report of the HR and OD Manager

This report is public

Purpose of the Report

To report on the findings of the Gender Pay Gap at Bolsover District Council for 2019 / 2020.

Report Details

- 1.1 All UK employers over a certain size are required to report on their gender pay gap on an annual basis. This report details the gender pay gap for the Council for the last three years.
- 1.2 The gender pay gap analyses the difference between the average earnings of all male and female employees in an organisation, regardless of their role or seniority.
- 1.3 The following information is included:
 - mean gender pay gap in hourly pay
 - median gender pay gap in hourly pay
 - proportion of men and women in each pay quartile
- 1.4 Gender pay is different to equal pay, which is about ensuring that men and women undertaking work of an equal value are paid a similar amount for that work.
- 1.5 It is important to note that the gender pay gap does not indicate a pay equity issue or an imbalance in the Council's pay structures and policies. The information reflects the current distribution of men and women across the pay quartiles, and the fact that there is an uneven distribution.
- 1.6 The Council has to report on the gender pay gaps using 6 different measures:

Mean Gender Pay Gap	The difference between the mean hourly rate of males and females
Median Gender Pay Gap	The difference between the median hourly rate of males and females
Mean Bonus Gap	The difference between the mean bonus pay paid to males and females
Median Bonus Gap	The difference between the median bonus pay paid to males and females
Bonus Proportions	The proportions of males and females who were paid bonus pay during the relevant period
Quartile Pay Bands	The proportions of males and females in the lower, lower middle, upper middle and upper quartile pay bands

- 1.7 The tables below provide the key gender pay gap information for Bolsover District Council over the last three years.
- 1.8 Appendix One provides a full summary of the data for the Council.
- 1.9 The figures are a snapshot taken as at 31 March each respective year.
- 1.10 ACAS states the mean averages are a useful indicator because they place the same value on every number used, giving a good overall indication of the gender pay gap.

Table One: 2018 Data

Bolsover District Council	% Difference
Mean Hourly Rate	5.24%
Median Hourly Rate	0.43%

Table Two: 2019 Data

Bolsover District Council	% Difference
Mean Hourly Rate	3.54%
Median Hourly Rate	0.08%

Table Three: 2020 Data

Bolsover District Council	% Difference
Mean Hourly Rate	6.03%
Median Hourly Rate	2.1%

Table Four: Proportions of men and women staff in pay quartile bands

Bolsover DC	Proportion of Men	Proportion of Women
Lower Quartile (A)	39.4%	60.6%
Lower Middle Quartile (B)	44.1%	55.9%
Upper Middle Quartile (C)	56.7%	43.3%
Upper Quartile (D)	57.5%	42.5%

1.11 The above table illustrates the proportion of men and women in the quartile bands.

1.12 Key trends are:

- The Council has a higher proportion of men in the upper pay quartile and upper middle pay quartile
- The Council has a higher proportion of women in the lower and lower middle pay quartile.
- This distribution of staff is very similar to that reported over the last three years and is the main reason there is little change in the overall pay gap.
- The difference between the mean and median bonuses paid to male and female employees over the period of 12 months ending with the snapshot date of 31 March is 0%
- No bonuses were paid to men or women during this period.
- The Council's pay gap is well below the National Pay Gap average of 15.5%.
- Further options can be explored to minimise the pay between men and women.

1.13 In comparison to the Local Government average in 2019, Bolsover District Council gender pay gap is below the average mean gender pay gap. Nationally, the mean gender pay gap was 6.8% and the median gap was 5%. The median pay gap for local authorities in the East Midlands is 4.2%.

Table Five: Breakdown of some other neighbouring local authorities from 2019

Ashfield District Council	% Difference
Mean Hourly Rate	0.44%
Median Hourly Rate	6.09%
Chesterfield Borough Council	% Difference
Mean Hourly Rate	17%
Median Hourly Rate	21%
Erewash Borough Council	% Difference
Mean Hourly Rate	11.6%

Erewash Borough Council	% Difference
Median Hourly Rate	0.0%
Bassetlaw District Council	% Difference
Mean Hourly Rate	2.9%
Median Hourly Rate	1.8%
Mansfield District Council	% Difference
Mean Hourly Rate	0.83%
Median Hourly Rate	11.81%

1.14 The following factors influence the Gender Pay Gap:

- Women's career choices are influenced by care and family responsibilities and therefore women are more likely to have career breaks
- Women often work in lower paid job roles
- Stereotypes, culture and societal norms influence the types of roles men and women are attracted to undertake
- Men and women often work in different types of job roles

1.15 Steps the Council has taken to address the Gender Pay Gap:

- Implementing family friendly working policies and practices
- Sound recruitment and selection policies and practices
- Implementing and adhering to equalities best practice
- Promoting the Council as an attractive employer to all
- Employee Wellbeing and Support initiatives

2 Conclusions and Reasons for Recommendation

2.1 To note the findings of the gender pay gap calculations.

3 Consultation and Equality Impact

3.1 The report supports the Council's pursuit of equality across the workforce.

4 Alternative Options and Reasons for Rejection

4.1 Not applicable

5 Implications

5.1 Finance and Risk Implications

5.1.1 Not applicable

5.2 Legal Implications including Data Protection

5.2.1 The Council is complying with statutory regulation.

5.3 Human Resources Implications

5.3.1 The report provides details of the Council's gender pay gap and suggests further consideration to minimising the gap can be explored. However, Bolsover District Council's figures are below national average.

6 Recommendations

The report is noted.

7 Decision Information

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: <i>BDC: Revenue - £75,000 <input type="checkbox"/></i> <i> Capital - £150,000 <input type="checkbox"/></i> <i>NEDDC: Revenue - £100,000 <input type="checkbox"/></i> <i> Capital - £250,000 <input type="checkbox"/></i> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
Has the relevant Portfolio Holder been informed	No
District Wards Affected	All
Links to Corporate Plan priorities or Policy Framework	All

8 Document Information

Appendix No	Title
One	BDC Gender Pay Gap Information 2020
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Report Author	Contact Number
Peter Wilmot	7137
Sara Gordon	7677

Bolsover District Council Gender Gap 2020

Bolsover – Gender Pay Gap 2020		Total employed	508		
Male	251	Female	257		
	Average hourly rate				
Female			Male		
12.62	Mean		13.43	Mean	
12.1100	Median		12.37	Median	
4.35	lowest hourly rate		6.15	lowest hourly rate	
30.51	highest hourly rate		43.08	highest hourly rate	
Band A	9.15		Band A	9.71	
Band B	11.04		Band B	11.61	
Band C	12.53		Band C	13.63	
Band D	17.83		Band D	18.69	
No. of Employees in each QTR	A	B	C	D	
Male	50	56	72	73	251 (49.4%)
Female	77	71	55	54	257 (50.6%)
	127	127	127	127	508
Mean =	13.43-12.62/13.43X100 = 6.03%		Median =	12.37-12.11/12.37x100 = 2.1%	
Lowest to Highest					
A males	B males	C males	D males		
39.4%	44.1%	56.7%	57.5%		
A females	B females	C females	D females		
60.6%	55.9%	43.3%	42.5%		