

Overview and Scrutiny Management Board

9th February 2017



Report of:	Alison Comely, Strategic Director of Neighbourhoods
Title:	Gender and Race Pay Inequalities
Ward:	City Wide
Officer Presenting Report:	Andrea Dell, Service Manager, Policy, Scrutiny, Research and Executive Support
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Recommendation

That Members receive an update regarding the Women's Commission's review of gender and race pay inequalities.

Summary

At Full Council on 31st May 16, the Mayor announced his intention to prioritise a review of the inequality of pay policy in the city from a race and gender perspective. He asked that Scrutiny support this work. At OSMB on 15th June 16, Members agreed that a report would come back to their 8th September 16 meeting detailing a proposal to take this work forward. It was subsequently agreed that the Women's Commission were best placed to led on this initiative since they were already actively involved in that area. Members requested that a progress report be provided in due course.

Officers have confirmed that work is ongoing regarding the Gender pay and Race pay gap. We have commissioned a local organisation 'Gap Square' to produce this data and some observations. A report was produced for us at the end of the year, however the Government produced new guidelines as to the calculations meaning the data needed to be reset and further calculations required. This revised report was received at the end of January and is currently being worked through. A report will be going to HR Committee on 6th April with recommendations on the way forward. We will share this report with OSM after HR Committee.

