



Subject:	Notice of Motion – Gender Pay Gap Recording and Reporting
Date:	22nd February, 2024
Reporting Officer:	Nora Largey, Interim City Solicitor/Director of Legal and Civic Services
Contact Officer:	Jim Hanna, Democratic Services and Governance Manager

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<p>Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.</p> <p>Insert number <input type="checkbox"/></p> <ol style="list-style-type: none">1. Information relating to any individual2. Information likely to reveal the identity of an individual3. Information relating to the financial or business affairs of any particular person (including the council holding that information)4. Information in connection with any labour relations matter5. Information in relation to which a claim to legal professional privilege could be maintained6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction7. Information on any action in relation to the prevention, investigation or prosecution of crime	
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider the Notice of Motion received for the meeting of the Council on 4th March in relation to Gender Pay Gap Recording and Reporting.
2.0	Recommendation
2.1	<p>Members are asked to note that in accordance with Standing Order 13(i) that Notices of Motion which commit the Council to expenditure must be referred to the appropriate committee for consideration and report.</p> <p>At this time Members are only asked to note that the Notice of Motion has been received and that a subsequent report will be brought to Committee, if that Committee so agrees, outlining a detailed consideration of the Notice of Motion and the potential costs implications.</p> <p>The Committee is asked to note that this motion will be referred on the first instance to the Strategic Policy and Resources Committee.</p>
3.0	Main Report
	<u>Key Issues</u>
3.1	<p>The Committee will be aware that Standing Orders 13 (m) to (r), as agreed by the Council at its meeting on 4th October, are as follows:</p> <p>(m) <i>The Standards and Business Committee will have delegated authority to adopt or reject Notices of Motion. The Lord Mayor will indicate at the Council meeting those Notices of Motion that have been considered by the Standards and Business Committee and whether such Notices of Motion were rejected or adopted. In either case, the proposer only may speak on the issue at Council.</i></p> <p>(n) <i>The Standards and Business Committee will refer all Notices of Motion directly to a standing committee when the matter to which the Notice of Motion refers falls within the remit of that committee. At Council, the Lord Mayor will indicate that the Notice of Motion was received and referred. There will be no speakers on such Notices of Motion at Council.</i></p> <p>(o) <i>The Standards and Business Committee will refer Notices of Motion for consideration by full Council when the Notice of Motion relates to a strategic or constitutional matter.</i></p> <p>(p) <i>The Standards and Business Committee will not have the power to amend the wording of any Notice of Motion that is being referred to the full Council for debate.</i></p> <p>(q) <i>Any amendments to Notice of Motions to be proposed at the Council are to be furnished at least one day in advance of going to the full Council and will be circulated to Party Group Leaders in advance of the Council meeting.</i></p> <p>(r) <i>In referring any matter to the full Council, the Standards and Business Committee may determine to restrict contributions to the debate in relation to any Notice of Motion to one per political party. At the Council meeting, the Lord Mayor will clearly indicate if the restriction applies.</i></p>

3.2	<p>The following motion has been received:</p> <p><u>Gender Pay Gap Recording and Reporting</u></p> <p>“That this Council will lead the way in Northern Ireland, adopting robust, transparent and accountable processes for gender pay gap recording and reporting.</p> <p>The TUC calculated that in 2023 in the UK, the day when the average woman stops working for free compared to the average man is the 23rd of February. The average woman in paid employment effectively works for free for nearly two months of the year compared to the average man in paid employment. Average figures disguise wider disparities, for instance the gap tends to widen if a woman is a mum, or works in education, finance or insurance.</p> <p>There is no legal obligation to record and report gender pay gap data in Northern Ireland. However, if we don’t transparently measure pay by gender, how can we understand and address structural inequalities in our organisation?</p> <p>Therefore, this Council will record and report:</p> <ul style="list-style-type: none"> • Its mean gender pay gap in hourly pay • Its median gender pay gap in hourly pay • The proportion of males and females in each pay quartile • A statistical overview of progression/promotion rates for male and female staff <p>And will use guidance such as the UK Government Equalities Office - What Works guidance to address the gap.</p> <p>After the first gender pay gap report, the Council will move to include Disability and ethnicity pay reporting.”</p> <p>Proposer: Councillor Tara Brooks</p> <p>Seconder: Councillor Fiona McAteer</p>
3.3	<p>The motion calls upon the Council to adopt a Gender Pay Gap Recording and Reporting - the Strategic Policy and Resources Committee is responsible for Human Resources, Finance and Performance issues and the motion will be referred to that Committee.</p> <p><u>Financial and Resource Implications</u></p>
3.4	<p>None at this stage as there is no commitment to proceed with the Notice of Motion. Details of any financial and resource implications will be reported at a subsequent meeting.</p> <p><u>Equality or Good Relations Implications</u></p>
3.5	<p>None.</p>
4.0	<p>Documents Attached</p>

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