



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

**Restricted Reports**

Is this report restricted? Yes  No

Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.

- Insert number
1. Information relating to any individual
  2. Information likely to reveal the identity of an individual
  3. 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 matter
  5. Information in relation to which a claim to legal professional privilege could be maintained
  6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction
  7. 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  No

<b>1.0</b>	<b>Purpose of Report/Summary of Main Issues</b>
	To bring to Members' attention a motion in relation to Gender Pay Gap Recording and Reporting, which the Standards and Business Committee considered at its meeting on 22nd February.
<b>2.0</b>	<b>Recommendation</b>
	<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, if agreed, a subsequent report will be brought to Committee outlining a detailed consideration of the Notice of Motion and the potential costs implications.</p>
<b>3.0</b>	<b>Main Report</b>
3.1	<p><b><u>Key Issues</u></b></p> <p>The Standards and Business Committee, at its meeting on 22nd February, considered the following motion which had been received for submission to the Council on 4th March:</p> <p><b><u>Gender Pay Gap Recording and Reporting</u></b></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"> <li>• Its mean gender pay gap in hourly pay</li> <li>• Its median gender pay gap in hourly pay</li> <li>• The proportion of males and females in each pay quartile</li> <li>• A statistical overview of progression/promotion rates for male and female staff</li> </ul> <p>And will use guidance such as the UK Government Equalities Office - What Works guidance to address the gap.</p>

<p>3.2</p> <p>3.3</p> <p>3.4</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> <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 has been referred to this Committee.</p> <p><b><u>Financial and Resource Implications</u></b></p> <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><b><u>Equality or Good Relations Implications / Rural Needs Assessment</u></b></p> <p>This motion, if agreed, may have potential equality, good relations and rural needs implications and should be subject to our normal screening process as appropriate.</p>
<p>4.0</p>	<p><b>Documents Attached</b></p>
	<p>None</p>