



Agenda Item

Subject	Gender Pay Gap 2019	Status	For Publication
Report to	Authority	Date	12 September 2019
Report of	Fund Director		
Equality Impact Assessment	Not Required	Attached	No
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1 Purpose of the Report

- 1.1 To present the Authority's 2019 Gender Pay Gap Report for consideration

2 Recommendations

- 2.1 Members are recommended to:
- Consider and comment on the 2019 Gender Pay Gap Report**
 - Agree that future reports should be published automatically and any key data reflected in the Corporate Performance report.**

3 Link to Corporate Objectives

- 3.1 This report links to the delivery of the following corporate objectives:

Responsible Investment

To develop our investment options within the context of a sustainable and responsible investment strategy.

Pay equity forms a key part of the Authority's approach to responsible investment and is an issue on which working through Border to Coast and LAPFF we frequently engage with companies. If we are to successfully do this we need to hold ourselves to the same, if not higher standards, than companies in which we invest.

Effective and Transparent Governance

To uphold effective governance showing prudence and propriety at all times.

As a relatively small employer the Authority is not required to produce this information. However, we are a public body and it is important that we are as transparent as possible about key issues such as this.

Valuing and engaging our Employees

To ensure that all our employees are able to develop a career with SYPA and are actively engaged in improving our services.

Understanding issues such as the Gender (and other) Pay Gap(s) properly allows the Authority to effectively consider what action it needs to take if any to address inequalities within its workforce.

4 Implications for the Corporate Risk Register

- 4.1 The actions outlined in this report provide part of the evidence base for addressing the various workforce risks which are reflected in the corporate risk register.

5 Background and Options

- 5.1 Appendix A provides the Authority's Gender Pay Gap report based on information at 31 March 2019. The Authority, unlike major employers such as the District Councils, is not required to produce this information because of its size, but has chosen to do so as an example to the companies in which it invests.
- 5.2 Both the mean and median pay gaps have seen a material reduction since 2018. This is principally because of the TUPE transfer of the largely male and relatively well paid investment staff to Border to Coast, although the "bottom loading" of the national pay award has also had some positive impact. It is anticipated that the restructuring of the pay spine from 1 April 2019 will also have a positive effect. Following this and the implementation of the restructure within the Pension Administration Service we will be able to set a new baseline from which to work and identify further potential actions to address the gap within the context of the overall HR Strategy.
- 5.3 It is also proposed that future reports are published directly with headline data and any key issues reflected in the regular performance monitoring reports presented to the Authority, thus reducing the number of "pro-forma" reports presented to the Authority and maximising the use of members' time.

6 Implications

- 6.1 The proposals outlined in this report have the following implications:

Financial	There are no direct financial implications arising from this report. Any actions to address the pay gap which have financial implications will be considered as part of the budget process at the appropriate time.
Human Resources	Addressing the various structural imbalances within the workforce of which the Gender Pay Gap is one is a key priority within the HR Strategy.
ICT	None
Legal	None
Procurement	None

George Graham

Fund Director

Background Papers	
Document	Place of Inspection