	Name of Meeting
	People and Organisational Development Committee
	Date of Meeting
	16 February 2022
	Agenda item:
	4.1

Gender Pay Gap Report

Executive lead:	Neil Lewis, Director of People and Organisational Development
Author:	Sarah Morgan, Head of Employee Experience

Approval/Scrutiny route:	Leadership Team – 16 December 2021 Business Executive Team – 17 January 2022

Purpose
The purpose of this paper is to provide background explanation to accompany the Gender Pay Gap Report 2020-21 and to provide detail on the amendments made since the Executive Team last reviewed the report. It is presented to the People and Organisational Development Committee for approval.

Recommendation:				
APPROVE ☒	CONSIDER ☐	RECOMMEND ☐	ADOPT ☐	NOTE ☐
The People and Organisational Development Committee are asked to: • **Review** and **Approve** the Gender Pay Gap Report.				

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities.

This report contributes to the following:

Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	Choose an item.
Strategic Priority	Choose an item.

Summary impact analysis	
Equality and Health Impact Assessment	An EQIA is built in to this work as consultation on interventions to address the Gender Pay Gap has taken place with the staff diversity networks as well as more generally with staff.
Risk and Assurance	As a Public Body, we are legally obligated to publish information about our Gender Pay Gap. Failure to do this would link to risk number 727:There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities
Health and Care Standards	This report supports and/or takes into account the [Health and Care Standards for NHS Wales](#) Quality Themes Theme 6 - Individual Care Theme 7 - Staff and Resources Choose an item.
Financial implications	There will be a cost associated with translating the document, which will be approximately £100 + VAT. There may also be some monetary requests such as Women's development conferences and courses which will be picked up through the Women's Network dedicated budget.
People implications	Addressing the Gender Pay Gap could see more women working in higher grades and recruiting more men into lower grades although this will be a longer term focus.

1. Purpose / situation

The purpose of this paper is to provide background explanation to accompany the Gender Pay Gap Report for 2021 , and to present the report to the People and Organisational Development Committee for approval prior to publication.

2. Background

In March 2017, the Gender Pay Gap Reporting Regulations came into force, requiring organisations with 250 or more employees to publish and report specific figures about their gender pay gap. Although these regulations were enforceable for organisations in England, Public Health Wales, along with several other organisations in Wales, took the step to publish their Gender Pay Gap information in order to be open and transparent.

The figures are published retrospectively, and are a snapshot of the situation as of the 31 March 2021.
They are also published on the Government's Gender Pay Gap Portal.

The initial draft of the Gender Pay Gap Report was submitted to the Business Executive Team in November 2021. A number of amendments and improvements were suggested, which have been addressed and changes detailed in Section 3 of this paper.   The Business Executive Team cleared the paper for approval to the People & OD Committee on the 17 January 2022.

3. Description/Assessment

Since initially being presented to the Business Executive Team (BET) in November 2021 the following changes and amendments were requested and have been made to the attached report. The updated Gender Pay Gap report was also been reviewed by the Leadership Team in December 2021.

- Foreword removed
- Table showing Pay Band by Sex changed to show percentages
- Narrative under "What is our Gender pay Gap?" section updated to explain our unusual structure where we find that the pay gap alone does not provide a representative picture of employment equality
- Section added around the Recruitment process and further analysis of the data

- Section added around promotion and retention, and comparisons between women and men in the organisation
- Section added around flexible working
- Additional actions added on page 8 around further examination of why men do not apply to work part time or for flexible working, and why we do not have the same number of men applying to work in PHW as women: actions suggested by the Leadership Team

3.1 Well-being of Future Generations (Wales) Act 2015

This report contributes /will contribute to the following Public Health Wales well-being objectives
Goal 3 - Support the NHS to deliver high quality, equitable and sustainable services
Goal 7 - Strengthen our role in global health and sustainable development
Choose an item.

Hirdymor — Long Term	The report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future
Atal — Prevention	Taking action to address the Gender Pay Gap will prevent the gap from widening and help us to achieve fairer pay and structures.
Integreiddio — Integration	The work focuses on all of the Well-being goals, in particular, a more equal Wales.
Cydweithio — Collaboration	There are examples given in the report showing collaborative working between different parts of the organisation.
Cynnwys — Involvement	The action plan on the Gender Pay Gap was developed following a round table discussion with the Staff Diversity Networks.

4. Recommendation

The People and Organisational Development Committee are asked to:
- **Review** and **Approve** the Gender Pay Gap Report.