


Non-Executive Report of the:  <b>COUNCIL</b>  21 March 2018	
<b>Report of:</b> Asmat Hussain, Corporate Director, Governance and Monitoring Officer	<b>Classification:</b> Unrestricted
<b>Motion for debate submitted by an Opposition Group</b>	

<b>Originating Officer(s)</b>	Matthew Mannion, Committee Services Manager, Democratic Services.
<b>Wards affected</b>	All wards

## SUMMARY

1. Council Procedure Rule 11 allows for time at each Ordinary Council meeting for the discussion of one Motion submitted by an Opposition Group. The debate will follow the rules of debate at Council Procedure Rule 13 and will last no more than 30 minutes.
2. The motion submitted is listed overleaf. In accordance with Council Procedure Rule 11, submission of the Opposition Motion for Debate will alternate in sequence between the opposition groups.
3. Motions must be about matters for which the Council or its partners has a direct responsibility. A motion may not be moved which is substantially the same as a motion which has been put at a meeting of the Council in the previous six months; or which proposes that a decision of the Council taken in the previous six months be rescinded; unless notice of the motion is given signed by at least twenty Members.
4. Notice of any proposed amendments to the Motions must be given to the Monitoring Officer by Noon the day before the meeting.

## MOTION

Set out overleaf is the motion that has been submitted.

## 8 – Opposition Motion by the People’s Alliance Of Tower Hamlets Group regarding Gender Pay Gap Audit 2018

**Proposer:** Councillor Rabina Khan

**Secunder:** Councillor Abdul Asad

### The Council Notes:

1. According to the latest [Government data](#), 74% of firms pay male staff higher wages than their female counterparts.
2. The average gender pay gap across all medium and large-sized firms is now 8.2%, as measured by median pay.
3. By law, all firms with more than 250 staff [must report their gender pay gap](#) to the government by 4 April this year. So far only 1,047 firms have complied, leaving [another 8,000 to go](#).
4. According to the most recent figures from the [Office for National Statistics](#), Tower Hamlets is also one of the top ten areas with the highest gender pay gaps.
5. More women have left Tower Hamlets Council than ever before [**Note – to be clarified**], in particular from black and minority backgrounds. The following FOI shows the breakdown:

#### **FOI: 9551965 Staff who have left/joined council by ethnicity**

By ethnicity of all staff having left or joined the authority since 12 June 2015, as in the following table:

White	Asian* See note below	Black	Other	Missing/ Declined to State	Men joining
193	186	123	39	72	Women joining
387	212	171	41	105	Women leaving
118	153	37	16	30	Men joining
235	211	71	17	68	Men leaving

\*Note: The council does use the ethnicity category 'South Asian'.

6. Approximately 9% of the council staff are consultants and agency staff. Under Mayor Biggs, the use of consultants and agency staff has doubled from 4.5% to 9%.
7. Tower Hamlets Council’s joint Trade Unions are increasingly concerned about a new trend toward mass redundancies for Council Staff and launched the following petition: [https://www.change.org/p/tower-hamlets-council-stop-the-mass-axing-of-tower-hamlets-council-staff-defend-jobs-equality?recruiter=46003048&utm\\_source=share\\_petition&utm\\_medium=share\\_petition](https://www.change.org/p/tower-hamlets-council-stop-the-mass-axing-of-tower-hamlets-council-staff-defend-jobs-equality?recruiter=46003048&utm_source=share_petition&utm_medium=share_petition)
8. The petition states the following: “It is of particular concern that Trade Unions have noticed that BME and female staff appear to be disproportionately affected; potentially reversing gains on equalities that took many years to achieve.”

## **This Council Further Notes That:**

1. Sadiq Khan has been the first mayor to publish [a gender pay audit](#) at City Hall and said that: "[There's no excuse](#) for there to be a gender pay gap."
2. Amidst the furore at the BBC about gender pay inequality, Michelle Stanistreet, general secretary of the National Union of Journalists, said that she was aware of a "significant amount of cases" where women say they're being paid less for doing [the same or similar work](#).
3. Under the [Equality Act 2010](#), employees are legally entitled to equal pay with a person of the opposite sex where they are in the same employment and doing equal or similar work.
4. According to the [Women's Equality Party Manifesto](#), "The inflexible minimum earning threshold imposed on would-be migrants to the UK makes it doubly difficult for women to come here independently because of the gender pay gap."
5. Despite gains in school and higher education, young women are facing stark inequalities and the [gender pay gap](#) is not falling for women with A-levels or degrees.
6. The [Women's Equality Party Manifesto](#) states that "the gender pay gap is not falling for women with A-levels or degrees" and that "despite gains in school and higher education, young women are still facing stark inequalities." This is backed up by statistics published on [Gov.UK](#) (as of 1 March 2018) from councils who have already conducted a gender pay gap.

## **Summary of Findings:**

**Number of Councils reporting** (at this point): 71

**Average gap in hourly pay:** -8.4%

### **Number of Councils where the hourly pay gap is greater than 10%:**

- Hourly pay gap in favour of men of at least 10%: 21
- Hourly pay gap in favour of women of at least 10%: 2

Indeed one Council reported that women's hourly pay was 161.1% lower than men's.

(The full table of information is available through the web link or at the Council meeting)

## **The Council Believes:**

1. That women are still undervalued in the workplace, regardless of their roles.
2. As specified by the [Women's Equality Party](#), we would welcome, "Gender pay gap reporting to be broken down by age, employment status, ethnicity, race, disability, industry and working hours, as well as gathering data on retention during – and up to a year after – parental leave."
3. That there should be zero tolerance for workplace discrimination, as suggested by the [Women's Equality Party](#).
4. That there should be greater investment in childcare to enable parents and care givers (male and female), especially those on lower incomes, to be able to afford to return to

work.

5. As large employers with large female workforces, public sector organisations should lead the way in gender pay gap audits.
6. That women over 50, who are vulnerable to [dual discrimination](#), based on age and gender, should be valued for their experience and dedication, since they are far less likely to change jobs than younger employees.

**The Council Agrees that (as a large public sector employer) the Council should:**

1. Carry out an immediate gender pay gap audit.
2. Investigate any difference in pay or other terms for all council employees and contractors. To be completed by the end of July 2018.
3. Using the results of the gender pay gap audit and investigation into difference of pay, commence an Equality Analysis so that greater emphasis on pay equality is embedded within Tower Hamlets Council, particularly within the Pay Policy.

In the latest [Pay Policy Statement – 1 April 2018 – 31 March 2019](#), there is only two clauses pertaining to pay equality as follows:

- 3.7: The Council signed a Single Status agreement in April 2008 with trade unions. This brought former manual grades into the GLPC job evaluation scheme and replaced spot points with narrow grade bands. One of the key aims of the agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination
  - 15.1: The Council has a keen regard for equality issues and should any changes be made to the pay policy in the future, proposals would go through an Equality Analysis. One of the key aims of Single Status agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination
4. As part of the Equality Analysis, which should commence no later than 1 September 2018 and be completed before 28 September 2018, create greater flexible working options and enhanced leave options for primary care givers, including: child care, maternity leave, paternity leave, aged care and special needs' care, so that these options are rolled out across the Tower Hamlets' workforce and take effect no later than 1 March 2019.
  5. Launch a charter for all employers and companies in LBTH to agree to carry out a Gender Pay Audit.