

**Equal Pay Review  
Action Plan 2015/16**

**Appendix B**

<b>Date Added</b>	<b>Action No</b>	<b>Designated Action</b>	<b>Date Reviewed</b>	<b>Progress Made</b>	<b>Date Completed</b>	<b>Status</b>
March 2014	1	To review government guidance on compulsory publishing of gender pay gaps on internet or equivalent	Feb 2017	Equality Act Regulations incorporated into Equal Pay Policy and Code of Practice	Feb 2017	Complete
January 2016	2	Monitor pay gap between 40-49 and 50-59 age groups at Gr 2 as over 3%.	Feb 2017	Anomalous result based on one year's isolated findings	Feb 2017	Complete
January 2016	3	Review and recategorise R-A-G rating system	Feb 2017	Included in 2015/16 report	Feb 2017	Complete
January 2016	4	Review whether to continue to present merged Council and Schools data given key differences in governance, organisation shape and practices. Potential to present Council data and monitor schools information/report critical info only.	Feb 2017	Recommendation to no longer incorporate schools data following Equality Act Regulations, included in Equal Pay Policy and Code of Practice	Feb 2017	Complete
January 2016	5	Working group to consider scope, size, and resource requirements of future Equal Pay Audits with a focus on key/headline findings, trends over time linked to Council's Equality objectives.	Aug 2016	Feedback received from Equality and Inclusion / Research and Business Intelligence Managers and suggestions incorporated into work plan	Feb 2017	Complete
January 2016	6	Where categories are stable over long periods of time, consider reviewing those categories every three years rather than annually	Feb 2017	Equality Characteristics other than gender will be reviewed on a rolling basis rather than annually	Feb 2017	Complete
January 2016	7	Review best practice on age categorisations, particularly if further categories needed above 60 given changes to retirement patterns.	Feb 2017	Include as part of 2016/17 Review process		In progress
January 2016	8	Investigate how Equal Pay Audit findings can support improving gender pay profile e.g. interviews with female employees, positive action statements in recruitment, links between different HR functions and the business.	Jan 2016	Recommend further joint working with Equality and Inclusion and other HR functions		In progress

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February 2017 <b>NEW</b>	9	Full review of Equal Pay Audit including Policy and Code of Practice to reflect mandatory reporting arrangements to ensure that statutory requirements are given priority above 'nice-to-haves' and efficiencies are brought into the process to reflect resource reductions in Pay and Reward function	New			In progress
February 2017 <b>NEW</b>	10	Investigate use of Infographics as an aid to presentation of statistics using in-house expertise within Business Performance and Improvement team	New			In progress
February 2017 <b>NEW</b>	11	Investigate lack of data recorded on disability & ethnicity. 30% increase in records with no data recorded	New			In progress