

Rotherham Metropolitan Borough Council

Gender Pay Gap Report 2019

Introduction

This is the third year that we have published this report and Rotherham Council remains committed to promoting equality of opportunity, eliminating discrimination and building cohesive and inclusive communities to make life better for its residents, service users, customers and employees.

Our ambition, with the wider Rotherham Together Partnership, is to raise skills levels, increase employment opportunities and remove barriers to good quality sustainable employment for local people. Three quarters of our employees live in the borough and ensuring equality of opportunity for our workforce and tackling workplace exclusion is an important part in achieving the vision and values of the Council.

Fair pay is important for everyone, individually and for society but it is worth pointing out that a 'Gender Pay Gap' is not the same issue as 'Equal Pay'. The Council has a longstanding commitment to a transparent approach to pay and grading and is confident employees receive remuneration within the same grade when carrying out the same or equivalent value work.

The gender pay gap does not stem from paying men and women differently; it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. The Council is committed to undertaking action which will support a positive reduction in the gender pay gap through development, career progression and not removing lower paid roles from the organisational structure.

During 2018/19, the Council almost doubled the number of new apprenticeships from 36 in 2017/18 to 66 in the year to 31st March 2019. These provide opportunities for new and existing staff to develop their skills and gain qualifications that can support their career progression. Of the 66 apprentices that started during the year, almost 70% (46) were female.

In addition, the Council launched the Rotherham Leader development programme during the year. This leadership development apprenticeship will provide an opportunity for our aspiring managers, regardless of gender, to develop the skills required to progress in the organisation. This will help to strengthen talent pipelines to our most senior roles and ensure women continue to be represented at senior levels in the organisation. Currently, over two thirds of our top 5% of earners and half of the Council's Senior Leadership Team are female.

In the last seven years the Council has seen significant reductions in its gender pay gap with the mean gap reducing from 18.2% to 10.6%. Although these are positive steps, whilst ever a gap remains work will continue to address the imbalance.

We continue to be committed to transparency and fairness. This detailed analysis helps us identify areas for further improvement and will actively inform actions for the Council's Workforce Plan.

Sharon Kemp
Chief Executive
Rotherham Metropolitan Borough Council

Background

The Council is required by law to carry out Gender Pay Reporting on an annual basis in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

From 2017, any organisation that has more than 250 employees must publish and report specific figures about their gender pay gap. The gender pay gap is defined in the regulations as the difference between the average earnings of men and that of women, calculated relative to men's earnings. These calculations must be made using payroll information correct as on a specific date.

For public sector organisations the specific date, or snapshot date is the 31 March and information on pay gaps based must be published by 30 March each year.

Maintained schools are responsible for publishing their data separately from the Council, which means that schools data is not included in this report.

Data must be published and reported on the following differences between male and female employees:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

On the snapshot date of 31 March 2019 the Council had 5025 employees, females accounted for three quarters of the workforce predominantly in part-time permanent positions, whilst the male workforce was predominantly full-time workers in permanent positions. Since 2010 the number of males working part-time has gradually increased to over one in five, compared to almost two out of three females.

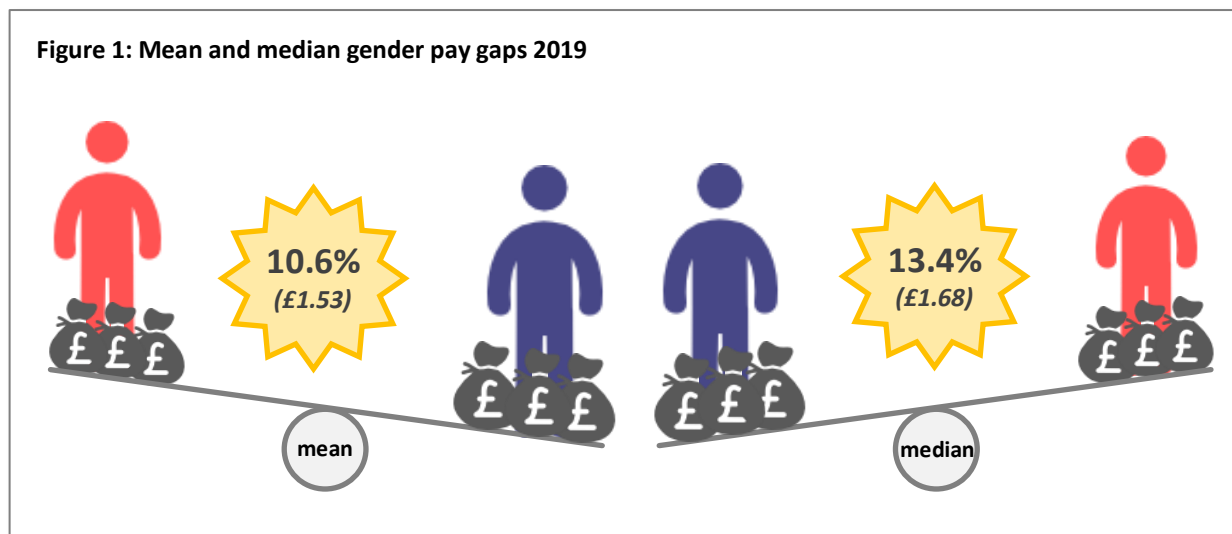
Over the same period the number of women in the top 5% of earners has also gradually increased and at the snapshot date sixty five per cent of the Council's top 5% of earners were female and made up half of the Senior Leadership Team.

During the year the Council continued to pay a living wage supplement to its lowest paid jobs to take the minimum hourly rate paid payable up to the UK Living Wage rate of £8.75 per hour. The majority of these jobs were undertaken by female employees working in traditionally low-paid cleaning and catering roles.

The Council has a clear understanding of the overall gender composition of its workforce and regularly monitors its workforce in relation to the other protected characteristics e.g. ethnicity, age, as these can also impact on the extent of any pay gaps.

Data and analysis

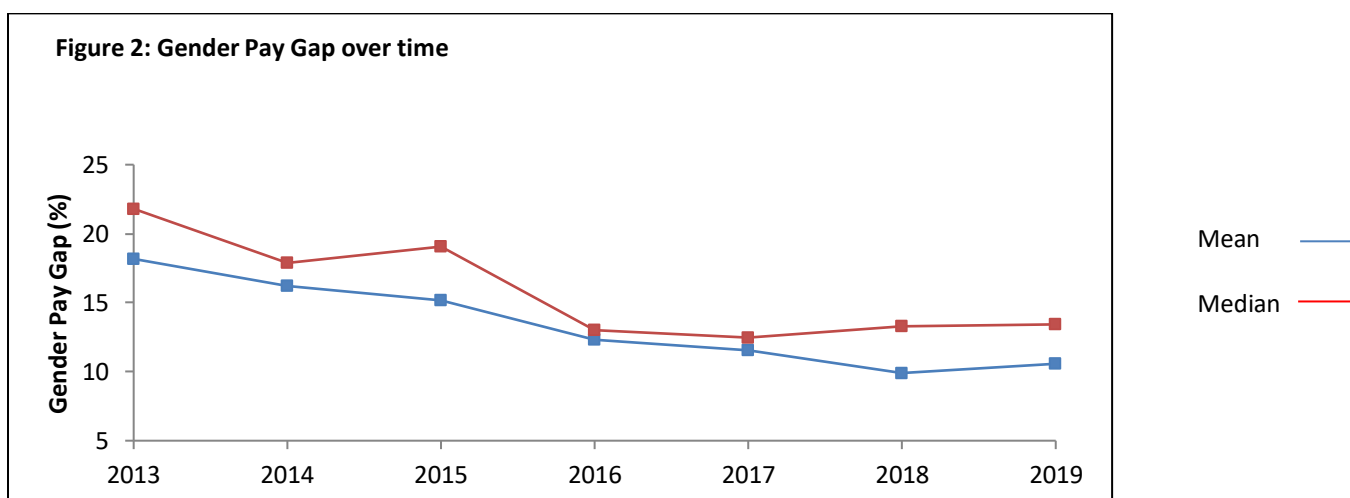
Mean and Median Gender Pay Gap

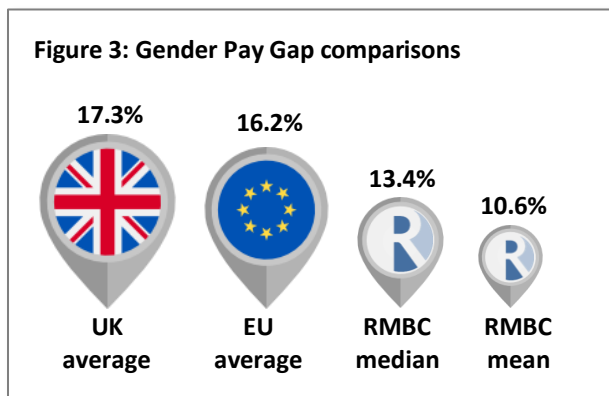


A positive pay gap indicates that men are paid more than women and a negative pay gap that women are paid more than men

The median gender pay gap for the Council at the end of March 2019 was almost the same as the previous year, increasing slightly from 13.3% to 13.4%. The mean pay gap also increased from 9.9% to 10.6% after falling from 11.5% the previous year. Analysis of the underlying data did not identify any significant change in the gender composition of the workforce compared to the previous year and the change will therefore be down to fluctuations in the number of and demographics of the workforce.

Over the last seven years the Council's mean gender pay gap has reduced considerably from 18.2% to 10.6% and the median from 21.8% to 13.4%.





The Council's pay gap shows that men were paid more than women, however, the figures compare favourably with the average UK gap of 17.3%, EU average 16.2% (Eurostat figures published on the European Commission of Justice's website) and the lowest EU countries, Belgium, Italy and Luxemburg who are just below 8%.

Currently there is no legislative requirement to publish information on other protected characteristics, however analysis for BME employees showed the Council had a negative 8.2% median pay gap and negative 4.3% mean pay gap and for disabled employees a negative 6.6% median and a negative 2.6% mean.

The negative pay gaps indicate that both BME and disabled employees are paid more than non-BME/disabled employees.

Mean and Median Bonus Gender Pay Gap

The Council does not operate any bonus schemes.

Proportion of males and females by pay quartile

Figure 4: Upper quartile by gender

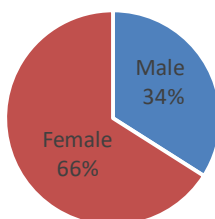


Figure 5: Higher Middle quartile by gender

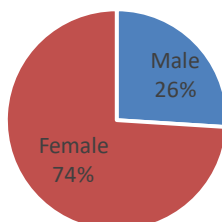


Figure 6: Lower Middle quartile by gender

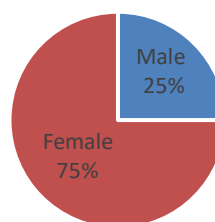
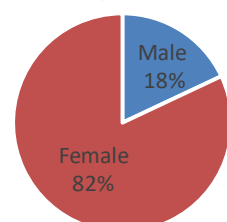


Figure 7: Lower quartile by gender



The gender distribution in the two middle quartiles is broadly in line with the overall workforce representation. In the lower quartile, where the Council has a larger number of female employees working in traditionally low-paid cleaning and catering roles, there is an over-representation of female workers. The reverse is true in the upper quartile, where the jobs tend to be professionally qualified or dependent on several years of management or other types of experience. Here, women are under-represented.

When looking at the spread of female employees across the quartiles, the ideal would be to see a quarter (25%) of all females in each of the four quartiles; the same goes for male employees. This has almost been achieved for female employees, however, for male employees there is a discrepancy of nine percentage points at the upper and 8% at the lower quartiles.

How we are working to close the Gender Pay Gap

The Council continues to take positive steps to improve workplace equality, implementing best practice in line with the Government Equalities Officer report Gender Pay Gap: Closing it Together providing transparency in promotion, pay and reward processes, a range workforce development opportunities and flexible working opportunities designed to enable employees to achieve a work life balance and support for parents and carers, that often goes beyond the minimum statutory requirements, through maternity/adoption leave, paternity leave, maternity support leave and parental leave to help women returning to work to continue their career.

During the year a local living wage supplement was applied to the Councils lowest paid employees, predominantly female, whose hourly rate of pay fell below £8.75 to bring them up to this rate. From April 2019, a supplement is no longer required as the Council's minimum pay rate increased to £9.18, above the UK Living Wage rate of £9.00 per hour.

Detailed analysis of the workforce helps identify areas for improvement and informs further action planning for the Council's Workforce Plan.

Key activities include:

- Ensuring policies are up to date and follow best practice
- Ensuring recruitment campaigns and job adverts are gender neutral and look to recruit through a variety of channels, including non-traditional sources
- Having a workforce that reflects the diversity of Council communities
- Ensuring there is a flexible, fair and transparent reward framework
- Examining and removing barriers to flexible working wherever possible
- Supporting staff with caring responsibilities
- Supporting staff to more effectively balance home and work commitments
- Reviewing of ways of working across the organisation to identify and promote increased flexibility in working practices
- Driving increased flexibility as the norm in roles at all levels of the organisation
- Developing digital skills to support new ways of working
- Enhancing the Council's Learning and Development offer and approach to supporting development and career progression