

STAFFING COMMITTEE

Date:- Monday, 19 March 2018 Venue:- Leader's Office, Management Suite, Fourth Floor, Wing B, Riverside House.

Time:- 9.30 a.m.

AGENDA

1. To consider whether the press and public should be excluded from the meeting during consideration of any part of the agenda.
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency.
3. Gender Pay Gap 2017 (report herewith) (Pages 1 - 11)
4. Exclusion of the Press and Public.

The following item is likely to be considered in the absence of the press and public as being exempt under Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972 (staffing matters).

5. Post of Head of Change & Innovation - Market Supplement Request (report herewith) (Pages 12 - 15)

Summary Sheet**Staffing Committee Report****Gender Pay Gap 2017****Is this a Key Decision and has it been included on the Forward Plan?**

No

Officer Approving Submission of the Report

Head of Human Resources – Sue Palfreyman

Ward(s) Affected

None

Executive Summary

This report sets out the information the Council is expected to publish under Gender Pay Gap reporting legislation.

Recommendations

Staffing Committee is asked to recommend publication of the narrative at appendix 1.

List of Appendices Included

Appendix 1 Gender Pay Gap 2017

Background Papers

Equality Act 2010

Gender Pay Gap Reporting in the Public Sector (Government Equalities Office)

Consideration by any other Council Committee, Scrutiny or Advisory**Panel**

None

Council Approval Required

No

Exempt from the Press and Public

No

Gender Pay Gap 2017

1. Recommendations

1.1 Staffing Committee is asked to recommend publication of the narrative at appendix 1.

2. Background

2.1 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

2.2 Gender pay gap reporting is a different requirement to carrying out an equal pay audit.

- Equal pay deals with the differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.
- The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

2.3 From April 2017 employers have up to 12 months to publish this information. There are two sets of regulations.

- The first is mainly for the private and voluntary sectors (which took effect from 5 April 2017).
- The second is mainly for the public sector (which took effect from 31 March 2017).

The deadline to report is 30 March 2018 for public sector employers

2.4 These results must be published on the Council's website and a government site. This means that the gender pay gap will be publicly available, including to customers, employees and potential future recruits.

2.5 The Council has an option to provide a narrative with its calculations which explains the reasons for the results and details of actions being taken to reduce or eliminate the gender pay gap. Appendix 1 shows the Council's narrative.

3. Key Issues

3.1 The median gender pay gap for the Council was **12.5%** and the mean pay gap **11.5%** which shows that men were paid more than women, however, the figures compare favourably with the average UK gap **20.9%** and EU average **16.7%**.

3.2 Regionally only Doncaster has so far published information. Their median pay gap was 21.1% and mean 15.7%.

4. Options considered and recommended proposal

4.1 Publish the narrative in line with legislative requirements.

5. Consultation

5.1 Consultation has taken place with Cllr Alam.

6. Timetable and Accountability for Implementing this Decision

6.1 The legal requirement is for publication by the 30 March 2018.

7. Financial and Procurement Implications

7.1 None

8. Legal Implications

8.1 The Council is obliged to publish information under legislation.

9. Human Resources Implications

9.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation.

10. Implications for Children and Young People

10.1 Employees working in Children's and Young People's Services are included in the Council's Gender Pay Gap calculations.

11. Equalities and Human Rights Implications

11.1 Fair pay structures are a requirement of employment and equalities legislation.

12. Implications for Partners and Other Directorates

12.1 The Gender Pay Gap reporting applies to employees across the Council.

13. Risks and Mitigation

13.1 The Government has indicated its intention to publicly name those organisations that fail to comply with the legislation. A failure to comply would create a reputational risk for the Council.

14 Accountable Officer(s)

14.1 Chief Executive Sharon Kemp.

Approvals Obtained from:-

Chief Executive – Sharon Kemp

Strategic Director Finance and Customer Services – Judith Badger

Assistant Director of Legal Services:- Dermot Pearson

This report is published on the Council's website or can be found at:-

<http://modern.gov.rotherham.gov.uk/ieDocHome.aspx?Categories=>

Rotherham Metropolitan Borough Council

Gender Pay Gap 2017

Introduction



The Council is committed to having a diverse and inclusive workforce, representative of the communities it serves, and has taken positive steps to improve workplace equality, introducing the UK Living Wage for our lower paid jobs which are predominantly being undertaken by women.

We offer a range of flexible working opportunities to enable our employees to achieve a work life balance, and which encourage and support women returning to work to continue their career on and work on a flexible basis.

I am pleased that the Council has a gender balanced and diverse Strategic Leadership Team and as the first female

Chief executive at the Council I am keen to ensure that we act as role models both within the Council and across the Rotherham Partnership in ensuring gender equality and inclusive growth.

We are eager to provide opportunities for all employees to develop and embed their skills through career pathways, helping them to gain the recognised skills, attainments and professional qualifications required to create a high performing and sustainable workforce irrespective of gender. .

We welcome the transparency and openness in both monitoring and reporting as this is important in tackling inequalities. For example, examining the pay gaps outlined in this report will assist us in identifying further areas for improvement.

I hope you find the report informative.

Sharon Kemp
Chief Executive
Rotherham Metropolitan Borough Council

Background

Equal pay between men and women is a legal right under both United Kingdom and European Law. The Equality Act 2010 requires employers not to discriminate on grounds of race and disability and similar rules apply to sexual orientation, religion and age.

The Council is committed to and supports the principle of equal pay for all our employees. In pursuit of this objective, it has adopted terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national and local) or as a consequence of authority decisions. These terms and conditions are incorporated into contracts of employment.

Ninety five percent of the Council's jobs (excluding school jobs) are covered by the National Joint Council for Local Government Services Single Status Agreement, which contains nationally agreed spinal pay points. All jobs are evaluated against the pay & grading scheme, ensuring a transparent process through which fair and consistent judgements are made on pay.

The gender pay gap is different to equal pay. Rather than considering whether women and men receive equal pay for equal value work, the pay gap is a measure of the disparity in the average earnings of males and females.

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.

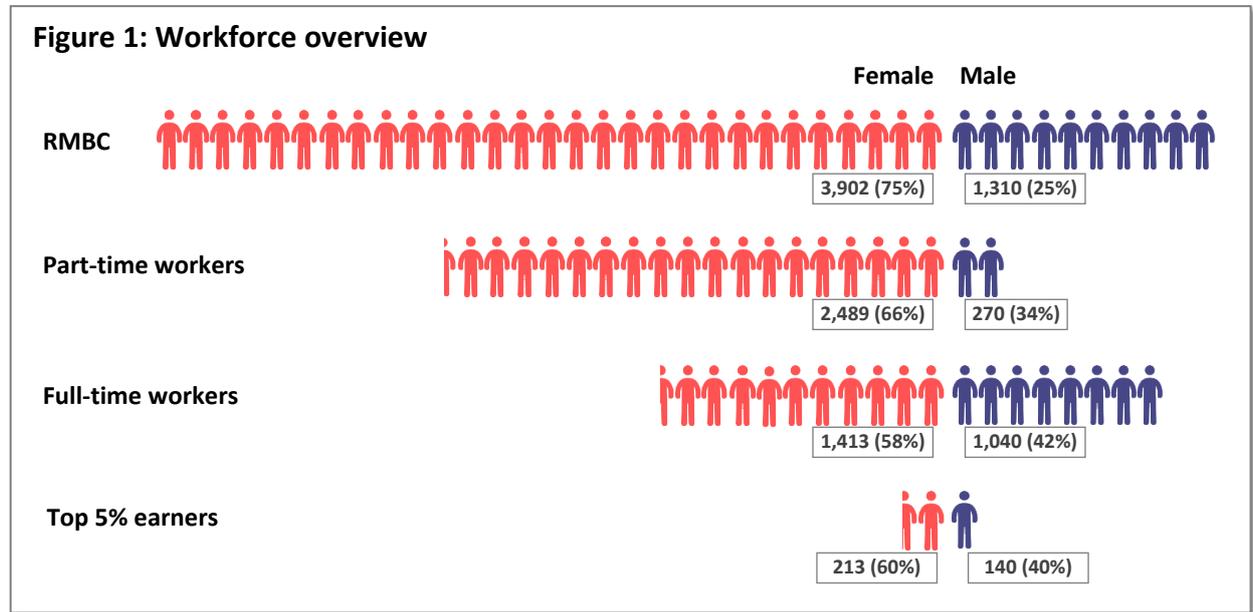
For public sector organisations the specific date, or snapshot date is the 31 March and information on pay gaps based on a snapshot date of 31 March 2017 must be published no later than 31 March 2018.

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 measures:

- 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

Workforce demographics



On the snapshot date 31 March 2017 Rotherham Metropolitan Borough Council had 5212 employees working across a wide range of industry sectors.

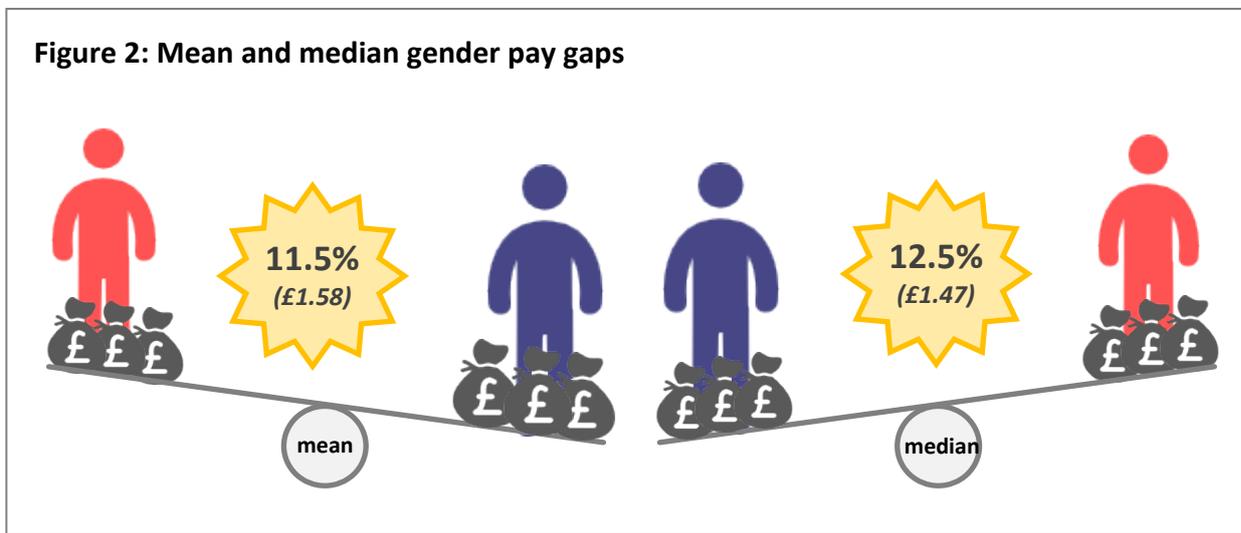
Females accounted for three quarters of the workforce, predominantly part-time workers in permanent positions whilst the male workforce was predominantly full-time workers in permanent positions.

Since 2010 the number of males working part-time has gradually increased to over one in five which compares 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.

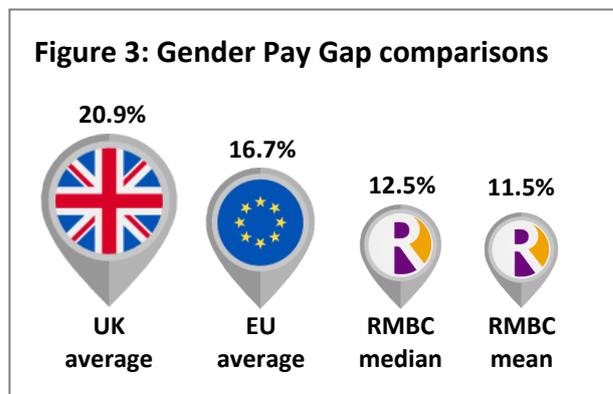
As at 31 March 2017 sixty per cent of the Council's top 5% of earners were women, and women made up half of the Senior Leadership Team.

Gender pay data and analysis

Means and medians



The median gender pay gap for the Council was **12.5%** and the mean pay gap **11.5%**. 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 Council's pay gap shows that men were paid more than women, however, the figures compare favourably with the average UK gap 20.9% and EU average 16.7% (Eurostat figures published on the European Commission of Justice's website).



Analysis of other protected characteristics showed a negative 12.4% median pay gap and negative 7.6% mean pay gap for BME employees, which indicates BME employees are paid more than non-BME employees. For disabled employees the median pay gap was a negative 9.7% and for the mean pay gap a negative 1.2%, which indicates that disabled employees are paid more than non-disabled employees.

Bonus

The Council does not operate any performance rates pay or bonus schemes, therefore has no bonus gender pay gap information to report.

Figure 4: Quartiles by gender

Lower quartile Lower middle quartile Upper middle quartile Upper quartile

Quartiles

At 74% female and 26% male, 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 large 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 lower and upper quartiles.

Figure 5: Females by quartile

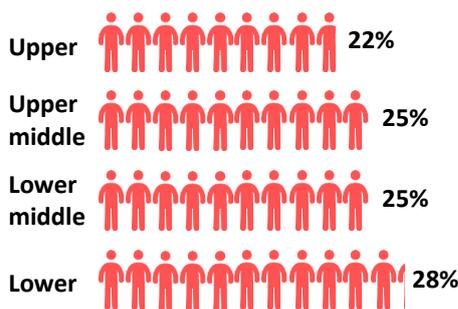
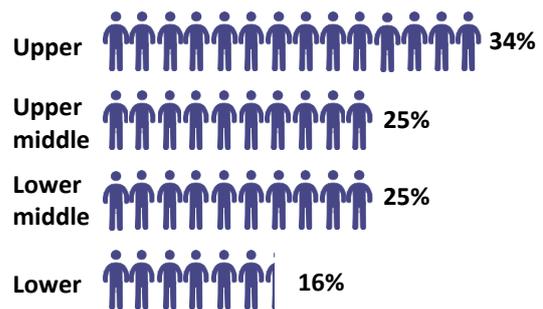


Figure 6: Males by quartile



How we are working to close the Gender Pay Gap

The Council undertakes equalities monitoring, including gender analysis on learning and development, recruitment activity and promotions. During the 2016/17 year the analysis highlighted that females were more likely than males to have been promoted.

Further monitoring and analysis of the Council's holistic approach to reducing the gender pay gap takes place with key performance indicators reported on a quarterly basis to the Strategic Leadership Team.

A local living wage supplement is applied to lower paid employees, predominantly female, whose hourly rate of pay falls below £8.45 to bring them up to this rate.

To help employees to achieve a better balance between their work and home life, and to support women returning to work and progress in their careers, the Council operates a comprehensive range of flexible working opportunities:

- Flexi-time scheme - The scheme is available to many office-based jobs and operates within the hours of 7am-7pm. Within the rules of the scheme up to one flexi-day per month can be taken subject to approval
- Part-time working - This can be worked in a variety of patterns including part day, part week and part year
- Job share - The duties and responsibilities of one full-time job are divided (normally between two people).
- Compressed weeks or fortnights - Contracted hours are worked over 4 days instead of 5 or 9 days instead of 10
- Term-time working - This enables parents to spend time at home during school holidays
- Averaged / annualised hours - This allows employees to vary their working hours over a year enabling them to match their working hours to personal commitments
- Staggered hours - This enables a team to work a variety of start and end times covering a specific period
- Occasional home working - This allows employees to be more flexible with their work place providing the opportunity to work from home on an 'as and when' basis
- Permanent home working - An employee works solely from home.

The Council also provides support for parents and carers that often go beyond the minimum statutory requirements through maternity/adoption leave, paternity leave, maternity support leave and parental leave.

This range of support and flexible working initiatives help women returning to work following maternity or adoption leave and contribute to reducing the Council's gender pay gap.

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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