

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

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