

**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.

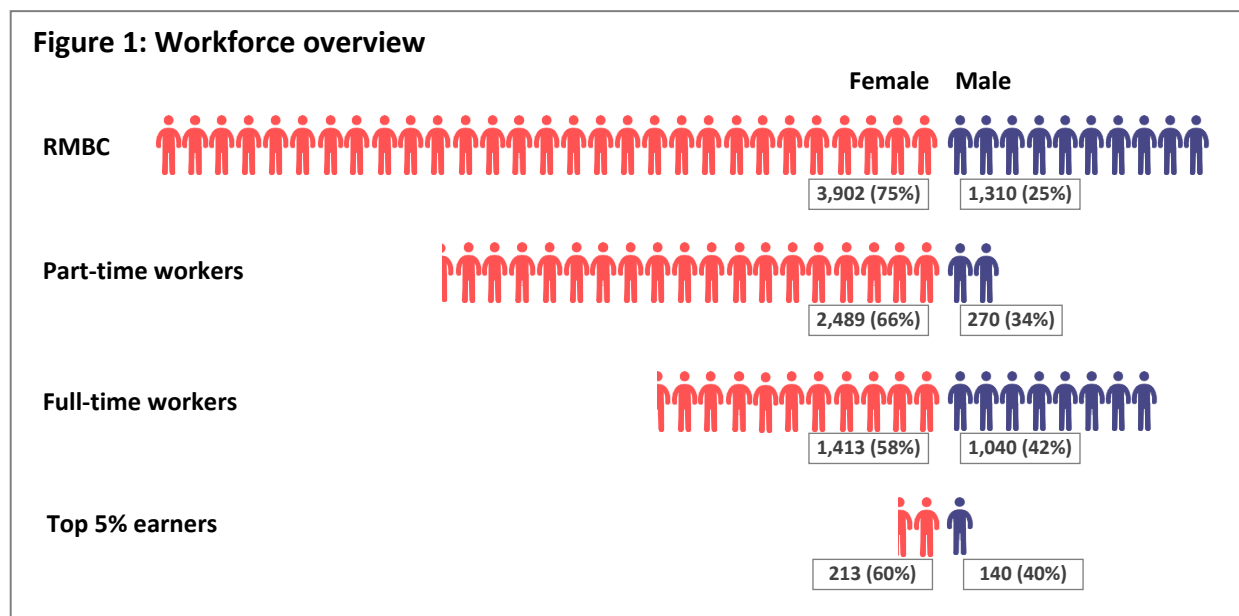
For public sector organisations the specific date, or snapshot date is the 31 March and information on pay gaps based on a snapshot date of 31 March 2017 must be published no later than 31 March 2018.

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.

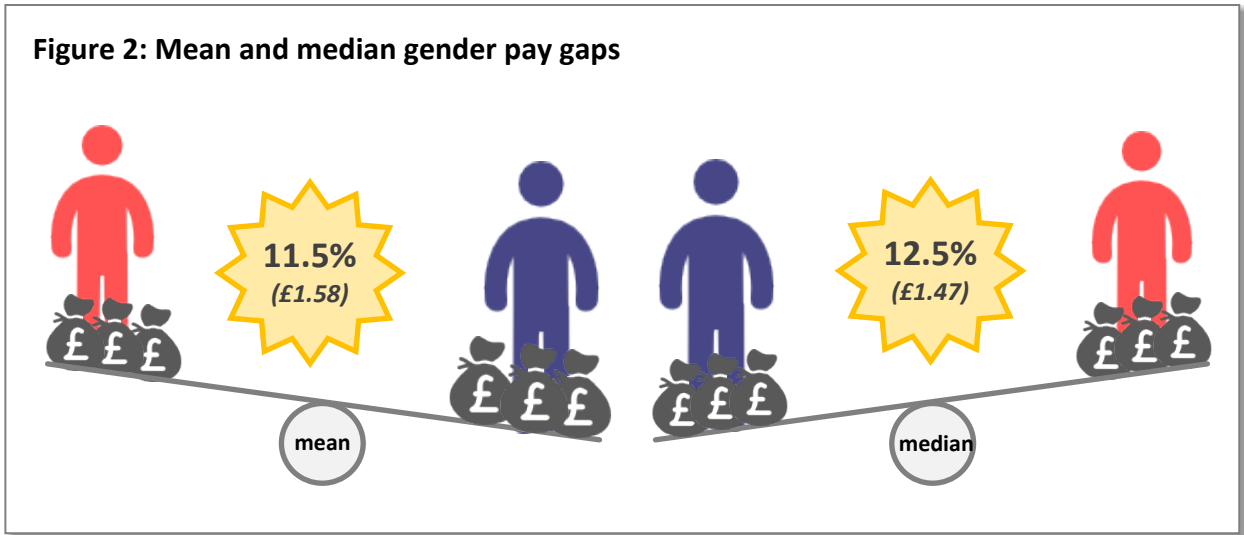
Females accounted for three quarters of the workforce, predominantly part-time workers in permanent positions whilst the male workforce was predominantly full-time workers in permanent positions.

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.

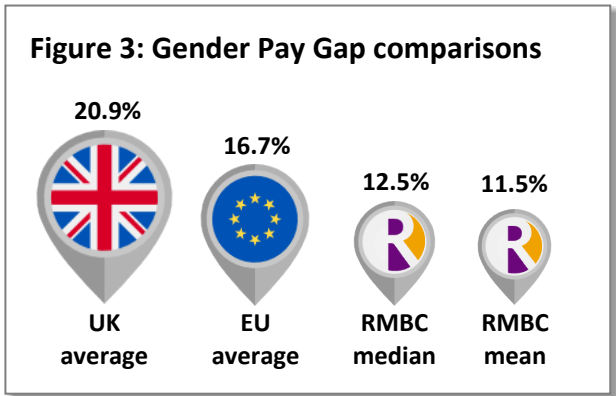
As at 31 March 2017 sixty per cent of the Council's top 5% of earners were women, and women made up half of the Senior Leadership Team.

# 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**

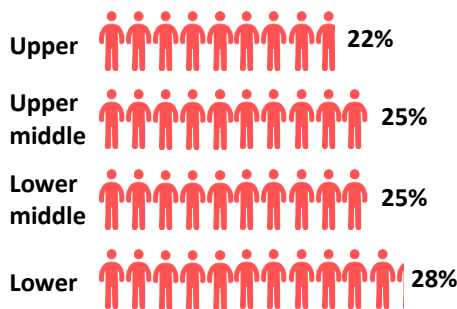
Lower quartile                      Lower middle quartile                      Upper middle quartile                      Upper quartile

**Quartiles**

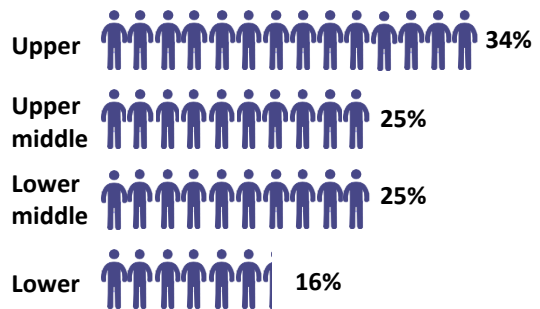
At 74% female and 26% male, the gender distribution in the two middle quartiles is broadly in line with the overall workforce representation. In the lower quartile, where the Council has a large number of female employees working in traditionally low-paid cleaning and catering roles, there is an over-representation 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.