

Committee Name and Date of Committee Meeting

Staffing Committee – 30 January 2019

Report Title

Gender Pay Gap 2018

Is this a Key Decision and has it been included on the Forward Plan?

No

Strategic Director Approving Submission of the Report

Shokat Lal, Assistant Chief Executive

Report Author(s)

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Ward(s) Affected

None

Report Summary

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

Recommendations

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

List of Appendices Included

Appendix 1 Gender Pay Gap 2018

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

No

Council Approval Required

No

Exempt from the Press and Public

No

Gender Pay Gap 2018

1. Background

- 1.1 Gender pay reporting legislation introduced in 2017 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.
- 1.2 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. The smaller the value of the gap, the more equal the pay gap is between genders. 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.
- 1.3 Employers have up to 12 months following the annual snapshot date of 31 March to publish this information.

There are two sets of regulations.

- The first is mainly for the private and voluntary sectors [The Equality Act 2010 \(Gender Pay Gap Information\) Regulations 2017](#) which took effect from 5 April 2017).
- The second is mainly for the public sector – The Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017 which took effect from 31 March 2017).

The deadline to report for the snapshot date of 31 March 2018 for public sector employers is 30 March 2019.

- 1.4 These results must be published on the Council's website and a government site for 3 years. This means that the gender pay gap will be publicly available, including to customers, employees and potential future recruits.
- 1.5 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.

2. Key Issues

- 2.1 The median gender pay gap for the Council at the end of March 2018 increased to **13.3%** from **12.5%**, however the mean pay gap reduced from **11.5%** to **9.9%**.

Analysis has shown that the median increase is attributable to 31 lower paid male seasonal Grounds Maintenance staff, employed in March 2017, not being employed in March 2018 having a disproportional affect due to the lower number of men employed.

- 2.2 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 16.2% (Eurostat figures published on the European Commission of Justice's website).
- 2.3 There is no legislative requirement to publish information on other protected characteristics at the moment, however analysis for BME employees showed the Council had a negative **17.6%** median pay gap and negative **8.3%** mean pay gap. For disabled employees there was a negative **8.0%** median and a negative **2.2%** mean. The negative pay gap indicates that both BME and disabled employees are paid more than non-BME/disabled employees.
- 2.4 Regionally benchmarking for period end March 2017 only has so far been published so it is not possible to compare against the 2018 figure.

Against the 2017 figures the Council mean compared favourably with our neighbouring authorities with only Sheffield, who have outsourced a number of services traditionally with lower paid women, coming in lower.

Council	Median	Mean
Barnsley	8.1%	12.4%
Doncaster	15.7%	21.1%
Rotherham	12.5%	11.5%
Sheffield	4.3%	8.4%

3. Options considered and recommended proposal

- 3.1 To publish the information in line with legislative requirements

4. Consultation on proposal

- 4.1 Consultation has taken place with Cllr Alam, Executive Portfolio: Corporate Services and Finance

5. Timetable and Accountability for Implementing this Decision

- 5.1 The legal requirement is for publication by the 30 March 2019

- 6. Financial and Procurement Advice and Implications (to be written by the relevant Head of Finance and the Head of Procurement on behalf of s151 Officer)**
- 6.1 None
- 7. Legal Advice and Implications (to be written by Legal Officer on behalf of Assistant Director Legal Services)**
- 7.1 The Council is obliged to publish information under legislation referred to in the body of the report
- 8. Human Resources Advice and Implications**
- 8.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation
- 9. Implications for Children and Young People and Vulnerable Adults**
- 9.1 Employees working in Children's and Young People's Services are included in the Council's Gender Pay Gap calculations
- 10. Equalities and Human Rights Advice and Implications**
- 10.1 Fair pay structures are a requirement of employment and equalities legislation
- 11. Implications for Partners**
- 11.1 The Gender Pay Gap reporting applies to employees across the Council
- 12. Risks and Mitigation**
- 12.1 A failure to comply would create a reputational risk for the Council
- 13. Accountable Officer(s)**
 Sharon Kemp, Chief Executive
 Shokat Lal, Assistant Chief Executive

Approvals obtained on behalf of:-

	Named Officer	Date
Chief Executive		Click here to enter a date.
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	21/01/19
Assistant Director of Legal Services (Monitoring Officer)	Named officer	Click here to enter a date.
Assistant Director of Human Resources (if appropriate)	Lee Mann	24/12/18
Head of Human Resources (if appropriate)		Click here to enter a date.

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 This report is published on the Council's [website](#).