

Rotherham Metropolitan Borough Council

Gender Pay Gap 2018

Introduction



This is the second year the Council has published its gender pay gap statement and we remain committed to having a diverse and inclusive workforce, representative of the communities it serves. Over the last 12 months we have seen increases in the number of women, disabled and ethnic minority employees moving into the top 5% of Council earners.

I am pleased that the Council continues to have a gender balanced and diverse Strategic Leadership Team, and with partners across the Rotherham Together Partnership we will continue to work collaboratively to prioritise gender equality and inclusive growth.

We continue to take positive steps to improve workplace equality; our range of flexible working opportunities are designed to enable our employees to achieve a work life balance, and we continue to encourage and support women returning to work to continue their career on a flexible basis.

During the year we continued to pay the UK Living Wage for our lower paid jobs, which are predominantly being undertaken by women and provided 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 have a clear understanding of the overall gender composition of our workforce and we regularly monitor our workforce in relation to the other protected characteristics, such as ethnicity and age, as these can also impact on the extent of any pay gaps.

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.

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.

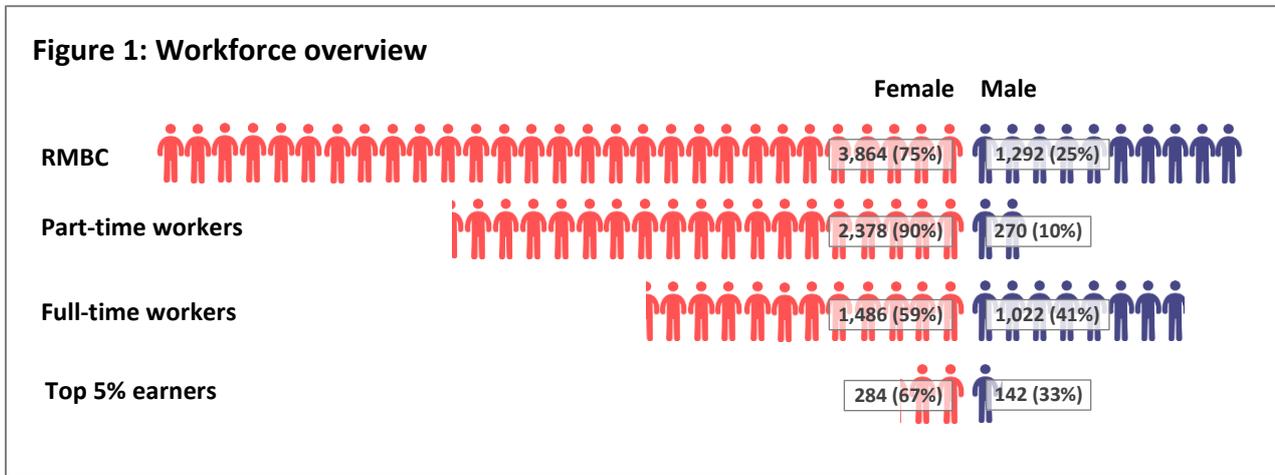
For public sector organisations the specific date, or snapshot date is the 31 March and information on pay gaps based must be published by 30 March each year.

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 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 2018 Rotherham Metropolitan Borough Council had 5156 employees working across a wide range of industry sectors. This has reduced from 5212 on 31 March 2017.

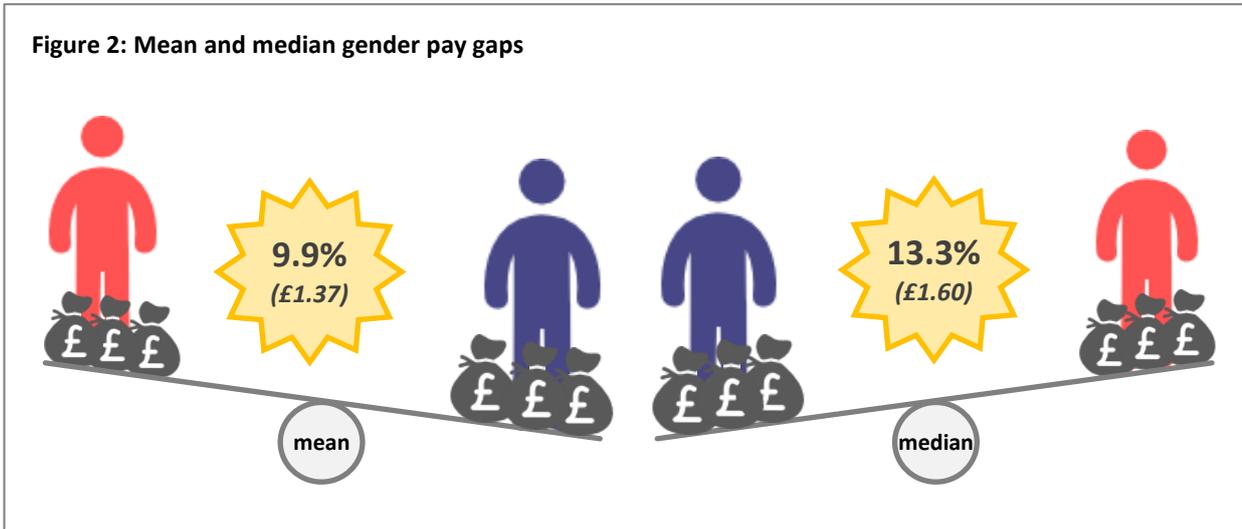
Females accounted for three quarters of the workforce, predominantly part-time workers in permanent positions whilst the male workforce was predominantly full-time workers in permanent positions.

Since 2010 the number of males working part-time has gradually increased to over one in five, 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. As at 31 March 2018 sixty seven per cent of the Council’s top 5% of earners were women, an increase of 7% from 2017. In addition, women made up half of the Senior Leadership Team.

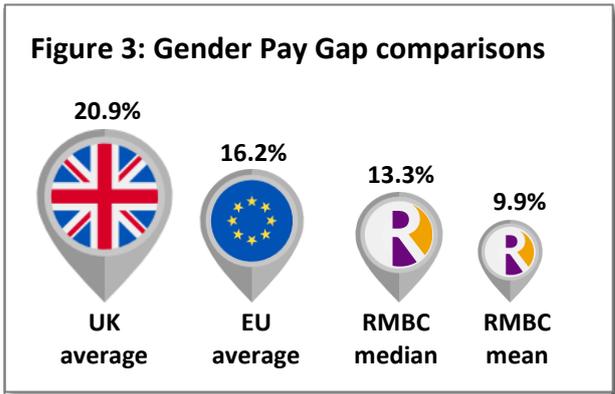
Gender pay data and analysis

Means and medians



The median Gender Pay Gap for the Council at the end of March 2018 increased to **13.3%** from **12.5%** in March 2017. However, in the same period the mean pay gap reduced from **11.5%** to **9.9%**.

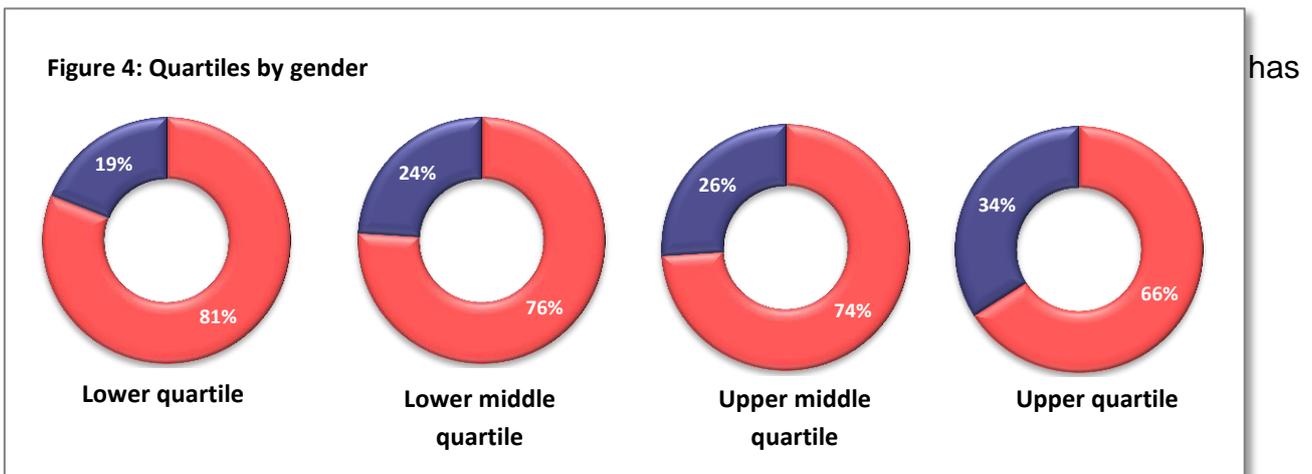
Analysis has shown that the median increase is attributable to 31 lower paid male seasonal Grounds Maintenance staff, employed in March 2017, not being employed in March 2018 having a disproportionate affect due to the lower number of men employed.



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 of 20.9% and EU average 16.2% (Eurostat figures published on the European Commission of Justice’s website).

Analysis of other protected characteristics showed a negative 17.6% median pay gap and negative 8.3% mean pay gap for BME employees, which indicates BME employees are paid more than non-BME employees. Both the median and the mean negative pay gaps have increased in 2018 (from negative 12.4% and negative 7.6% respectively in 2017) – showing that BME employees were paid more in 2018 relative to non-BME employees and that gap has increased over the last 12 months.

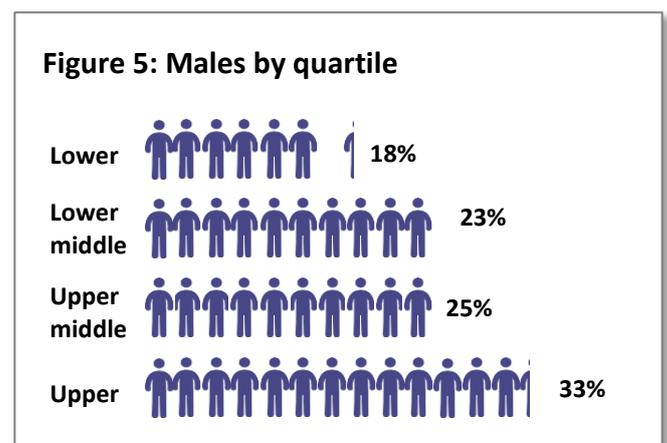
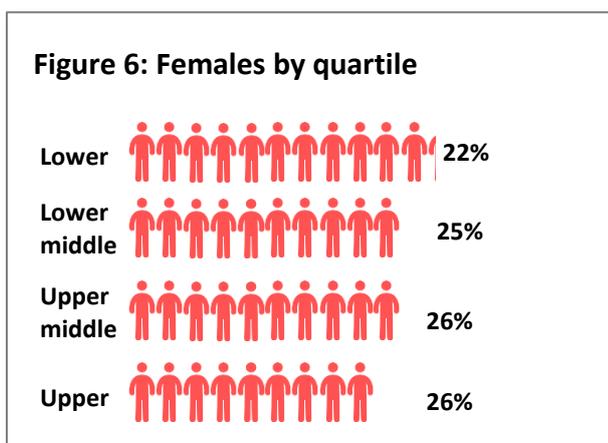
For disabled employees the median pay gap was a negative 8.0% (compared to a negative 9.7% in 2017) and for the mean pay gap a negative 2.2% (previously negative 1.2%), which indicates that disabled employees are paid more than non-disabled employees.



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.



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 2017/18 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 £8.75 to bring them up to this rate. From April 2019, a supplement will no longer be required as our minimum pay rate will be £9.18, above the UK Living Wage rate of £9.00 per hour.

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.

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