

**Rotherham Metropolitan Borough Council**

# **Gender Pay Gap Report 2019/20**

# Introduction

This is the fourth year that we have published this report. Although government guidance has been updated and publication of gender pay gap reports in 2021 is no longer mandatory, the Council remains committed to promoting equality of opportunity and addressing discrimination. At the current time, considering the efforts of every member of our workforce in dealing with the pandemic, it is even more vital to be fully transparent in this key area of analysis.

Following the impact of the coronavirus pandemic, we will see further challenges economically and the potential for employment opportunities to reduce. Our work with the wider Rotherham Together Partnership will become increasingly critical as we aim to raise skills levels, increase employment opportunities and remove barriers to good quality sustainable employment for local people. As previously reported, three quarters of the Council's workforce continue to live in the borough and ensuring equality of opportunity for our workforce and tackling workplace exclusion are critical for the continued success of the Council and sets an example for all other employers within the borough.

Fair pay is important for everyone, but it is worth pointing out that the 'Gender Pay Gap' is not the same issue as 'Equal Pay'. The Council has a longstanding commitment to a transparent approach to pay and grading and is confident employees receive remuneration within the same grade when carrying out the same or equivalent value work.

It is important to stress that the gender pay gap does not stem from paying men and women differently for the same roles across the Council; it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. The Council is committed to undertaking action which will support a positive reduction in the gender pay gap through development, career progression and not removing lower paid roles from the organisational structure.

During 2019/20, 157 staff started apprenticeship programmes - more than double the number who started in the previous year. The programmes provide opportunities for new and existing staff to develop their skills and gain qualifications that can support their career progression. Of the 157 apprentices, 74% (116) were female.

Our commitment to developing our workforce has continued during our response to the pandemic. From April 2020, a total of 56 new apprenticeships have been started across the Council, providing opportunities for both new and existing staff to grow their skills and support their career development. 84% (47) of these have been development apprenticeships, with current employees taking the opportunity to achieve qualifications to benefit their areas of work. Of the 56 starts, 82% (46) of these were women.

The bespoke Rotherham Leader development programme was launched in 2019 to encourage current managers to grow their leadership skillset and ensure women continue to be represented in senior roles throughout the organisation. There are currently 51 members of staff undertaking the Rotherham Leader programme, with over three quarters of these being female (39). Of the 17 staff members who have now fully completed the programme, 82% (14) of these are women. In addition to our vocational apprenticeship development offer, this programme will help to strengthen talent pipelines to our most senior roles and ensure women continue to be represented at senior levels in the organisation.

The Council's top 5% of earners has remained static over recent years with over two thirds being female and five of the seven members of the Council's Strategic Leadership Team are women.

In the last seven years the Council has seen significant reductions in its gender pay gap with the mean gap reducing from 18.2% to 11.2% and median from 21.8% to 9.1%. I am also pleased to continue to report that BAME and disabled colleagues are on average paid more than their non BAME and non-disabled colleagues.

We will also be refreshing our Workforce Plan in 2021 and the insight this report provides will help to inform our future approach.

**Sharon Kemp**  
**Chief Executive**  
**Rotherham Metropolitan Borough Council**

## Background

The Council is required by law to carry out Gender Pay Reporting on an annual basis in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

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 differences between male and female employees:

- 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

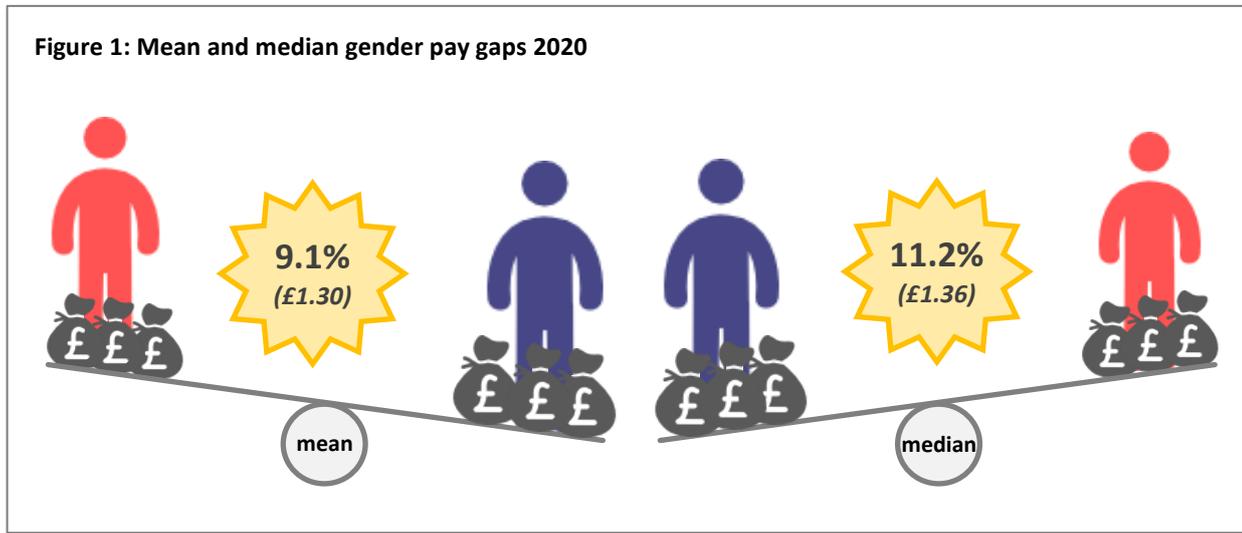
On the snapshot date of 31 March 2020, the Council had 4983 employees, females accounted for three quarters of the workforce predominantly in part-time permanent positions, whilst the male workforce was predominantly full-time workers in permanent positions. Since 2010 the number of males working part-time 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 and at the snapshot date sixty five per cent of the Council's top 5% of earners were female and made up two thirds of the Senior Leadership Team.

The Council has a clear understanding of the overall gender composition of its workforce and regularly monitors its workforce in relation to the other protected characteristics e.g. ethnicity, age, as these can also impact on the extent of any pay gaps.

# Data and analysis

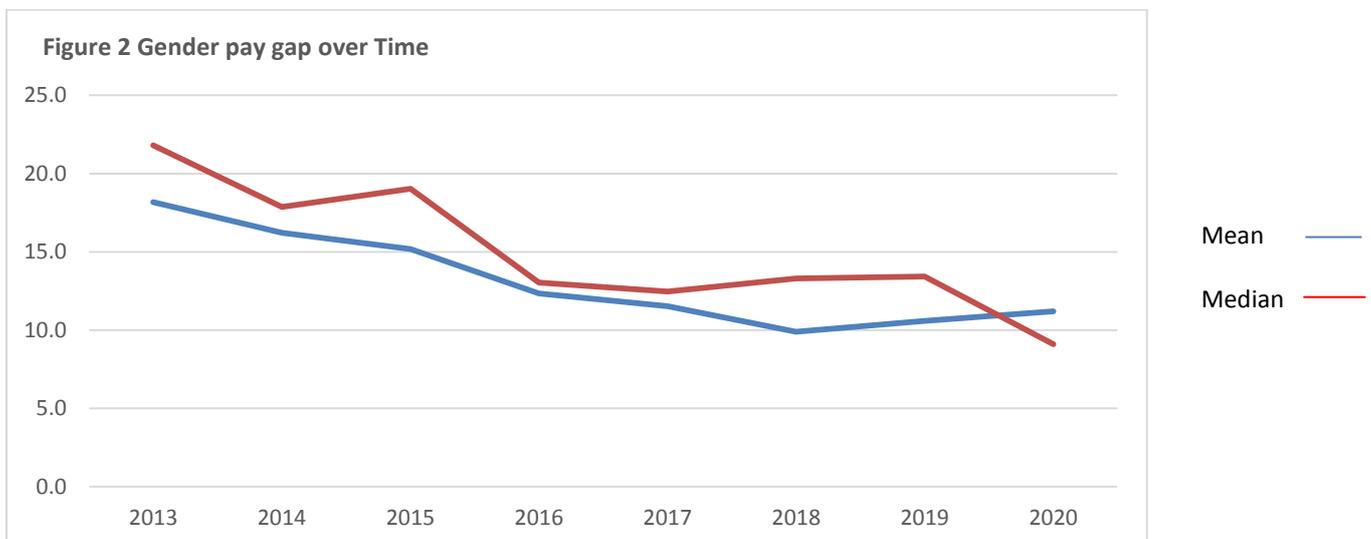
## Mean and Median Gender Pay Gap

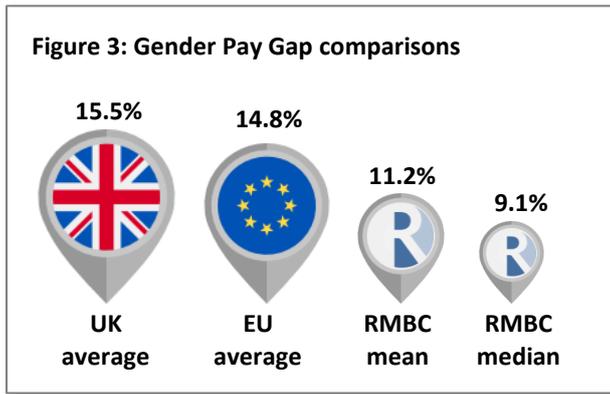


A positive pay gap indicates that men are paid more than women and a negative pay gap that women are paid more than men

The mean gender pay gap for the Council at the end of March 2020 decreased from the previous year, falling from 13.4% to 9.1% whilst the median pay gap increased slightly from 10.6% to 11.2%. Analysis of the underlying data did not identify any significant change in the gender composition of the workforce compared to the previous year and the change will therefore be down to fluctuations in the number of and demographics of the workforce.

Over the last eight years the Council's mean gender pay gap has reduced considerably from 18.2% to 11.2% and the median from 21.8% to 9.1%.





The Council's pay gap shows that men were paid more than women, however, the figures compare favourably with the average UK gap of 15.5%, EU average 14.8% (Eurostat figures published on the European Commission of Justice's website) and the lowest EU countries, Belgium, Italy and Luxemburg who are just below 6%.

Currently there is no legislative requirement to publish information on other protected characteristics, however analysis of Black, Asian and minority ethnic (BAME) employees showed the Council had a negative 14.9% median pay gap and negative 4.6% mean pay gap and for disabled employees a negative 17.1% median and a negative 6.8% mean.

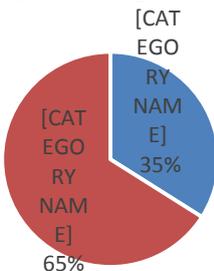
The negative pay gaps indicate that both BME and disabled employees are paid more than non-BAME/disabled employees.

## Mean and Median Bonus Gender Pay Gap

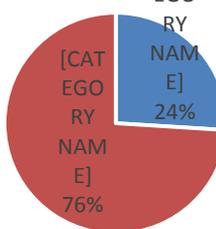
The Council does not operate any bonus schemes.

## Proportion of males and females by pay quartile

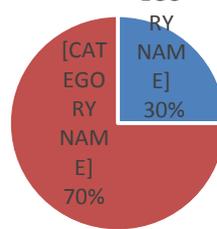
**Figure 4: Upper quartile by gender**



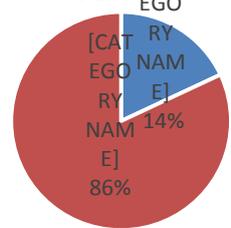
**Figure 5: Higher Middle quartile by gender**



**Figure 6: Lower Middle quartile by gender**



**Figure 7: Lower quartile by gender**



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 employees across the pay quartiles, the ideal would be to see a quarter (25%) of all males and females in each of the four quartiles. This has almost been achieved for female employees, however, for male employees there is a discrepancy of nine percentage points between the upper and lower quartiles.

# How we are working to close the Gender Pay Gap

The Council continues to take positive steps to improve workplace equality, implementing best practice in line with the Government Equalities Officer report Gender Pay Gap: Closing it Together providing transparency in promotion, pay and reward processes, a range workforce development opportunities and flexible working opportunities designed to enable employees to achieve a work life balance and support for parents and carers, that often goes beyond the minimum statutory requirements, through maternity/adoption leave, paternity leave, maternity support leave and parental leave to help women returning to work to continue their career.

Detailed analysis of the workforce helps identify areas for improvement and informs further action planning for the Year Ahead Plan and future Council Workforce Plan.

Key activities include:

- Ensuring policies are up to date and follow best practice
- Ensuring recruitment campaigns and job adverts are gender neutral and look to recruit through a variety of channels, including non-traditional sources
- Having a workforce that reflects the diversity of Council communities
- Ensuring there is a flexible, fair and transparent reward framework
- Examining and removing barriers to flexible working wherever possible
- Supporting staff with caring responsibilities
- Supporting staff to more effectively balance home and work commitments
- Reviewing of ways of working across the organisation to identify and promote increased flexibility in working practices
- Driving increased flexibility as the norm in roles at all levels of the organisation
- Developing digital skills to support new ways of working
- Enhancing the Council's Learning and Development offer and approach to supporting development and career progression