

**Committee Name and Date of Committee Meeting**

Staffing Committee – 16 February 2022

**Report Title**

Gender Pay Gap Statement 2021

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

No

**Strategic Director Approving Submission of the Report**

Jo Brown, Assistant Chief Executive

**Report Author(s)**

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**Ward(s) Affected**

None

**Report Summary**

This report provides detail of the Gender Pay Gap information as at the 31 March 2021 that the Council is obliged to publish under reporting legislation.

**Recommendations**

Staffing Committee is asked to:

1. Accept the Gender Pay Gap report at appendix 1
2. Approve publication of the Gender Pay Gap Report at appendix 1.

**List of Appendices Included**

Appendix 1 Gender Pay Gap Statement 2021

**Background Papers**

The Gender Pay Gap in Local Government (Local Government Association)  
Equality Act 2010  
Gender Pay Gap: Reporting in the Public Sector (Government Equalities Office)  
Gender Pay Gap: Closing it Together (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 Statement 2021

### 1. Background

- 1.1 In 2017, the government introduced the Gender Pay Gap Information Regulations which require employers with 250 or more employees to publish statutory calculations every year, showing how large the pay gap in their organisation is between their male and female employees. A positive pay gap indicates that men are paid more than women and a negative pay gap that women are paid more than men.
- 1.2 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 individual calculations may help to identify what those issues are.

### 2. Key Issues

- 2.1 The mean value is based on total pay for the group, divided by the number in the group being measured. The mean gender pay gap for the Council at the end of March 2021 was broadly unchanged at **9.2%** compared to **9.1%** the previous year. Whilst the median measure, based on the value of the middle most numerical value in an ordered group; in this case pay for both male and female members of staff remained at **11.2%**.
- 2.2 The Council's pay gap shows that overall men are still paid more than women, however, the figures compare favourably with the average UK gap **15.4%** (Office for National Statistics) and EU average **14.1%** (Eurostat figures published on the European Commission website).

**RMBC Gender Pay Gap over time**

Year	2021	2020	2019	2018	2017	2016	2015	2014	2013
Median Pay Gap	11.2%	11.2%	10.6%	9.9%	11.5%	12.3%	15.2%	16.2%	18.2%
Mean Pay Gap	9.2%	9.1%	13.4%	13.3%	12.5%	13.0%	19.0%	17.9%	21.8%

- 2.3 There is no legislative requirement to publish information on other protected characteristics, however analysis for Black, Asian and minority ethnic (BAME) employees showed the Council had a negative **14.9%** median pay gap and negative **0.8%** mean pay gap. For disabled employees there was a negative **10.8%** median and a negative **3.4%** mean. The negative pay gap indicates that both BAME and disabled employees are paid more than non-BAME/non-disabled employees.

- 2.2 Regionally benchmarking is currently only available for 2020 as no Council in the region has yet published information for 2021.

It is difficult to make like for like comparison with our neighbouring authorities, as each has outsourced different services, some of which can have a significant impact where they include jobs traditionally undertaken by lower paid women.

<b>Council</b>	<b>Median</b>	<b>Mean</b>
Barnsley	0.8%	4.1%
Doncaster	16%	14.1%
Rotherham	11.2%	9.1%
Sheffield	5.6%	0.5%

### **3. Options considered and recommended proposal**

- 3.1 To publish on the Council website as in previous years with a narrative to support and explain the information.
- 3.2 Review recruitment and development opportunities and encourage improved workforce flexible working and mentoring opportunities in line with the Government Equalities Office research and the year ahead plan.
- 3.3 It is recommended that options at 3.1 and 3.2 above are implemented.

Not publishing has not been considered as an option as this would mean that Council was in breach of the statutory duty.

### **4. Consultation on proposal**

- 4.1 Consultation has taken place with the relevant Cabinet Member.

### **5. Timetable and Accountability for Implementing this Decision**

- 5.1 The deadline for publishing the 2021 gender pay gap is 30 March 2022.

### **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 This report provides a retrospective update on the gender pay gap, as such the costs of staff pay have already been factored into the Council's budget position for 2020/21 and the Council's financial outturn position for 2020/21. There are no identifiable financial implications to note at this point. As the Council continues to close the gap identified, the financial implications of any proposal to do so will be reviewed.

6.2 There are no direct procurement implications arising from the details contained in this report.

## **7. Legal Advice and Implications (to be written by Legal Officer on behalf of Assistant Director Legal Services)**

7.1 The report complies with the legislative requirements. Failure to provide this information could result in the Council being subject to court orders and fines.

## **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 There are no implications for children and young people or vulnerable adults

## **10. Equalities and Human Rights Advice and Implications**

10.1 In making any decision the Committee is required to have due regard to its equalities duties and in particular with respect to the Equality Act 2010, section 149, part 11 of the public sector duty:

- a) eliminate discrimination, harassment, victimisation and eliminate any other conduct that is prohibited by or under the Act,
- b) advance equality of opportunity between persons who are a protected characteristics and persons who do not share it and to
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

10.2 The recommendation before the Committee will not have any adverse impact on anyone with one or more protected characteristics, namely age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

10.3 Monitoring of the gender pay gap enables the Council to identify any issues in relation to fair pay across the Council and to put in place actions to mitigate.

## **11. Implications for CO<sub>2</sub> Emissions and Climate Change**

11.1 There is no impact on emissions

## 12. Implications for Partners

12.1 There are no implications for partners.

## 13. Risks and Mitigation

13.1 There is a risk that the authority would face legal action if it failed to comply with legislative requirements to publish information on the Gender Pay Gap.

### Accountable Officer(s)

Jo Brown, Assistant Chief Executive

Lee Mann, Assistant Director Human Resources & OD

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)	Named officer	Click here to enter a date.
Assistant Director of Legal Services (Monitoring Officer)	Named officer	Click here to enter a date.
Assistant Director of Human Resources (if appropriate)		Click here to enter a date.
Head of Human Resources (if appropriate)		Click here to enter a date.

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