

Committee Name and Date of Committee Meeting

Staffing Committee – 13 February 2023

Report Title

Gender Pay Gap Statement 2022

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 2022 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 2022

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 2022

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.
- 1.3 The Council has up to 12 months following the annual snapshot date of 31 March, to publish this information on the Council and Government website.
- 1.4 The deadline to report on details taken at the snapshot date of 31 March 2022 for public sector employers is 31 March 2023.
- 1.5 The Council has chosen to include a narrative with its calculations to explain 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.
- 1.6 The Government Equalities Office has identified several "effective" and "promising" actions employers can take to improve recruitment and progression of women and reduce the gender pay gap:
 - Include multiple women in shortlists for recruitment and promotions
 - Use skill-based assessment tasks in recruitment
 - Use structured interviews for recruitment and promotions
 - Encourage salary negotiation by showing salary ranges
 - Introduce transparency to promotion, pay and reward processes
 - Appoint diversity managers and/or diversity task forces
 - Improve workplace flexibility for men and women
 - Encourage the uptake of Shared Parental Leave
 - Recruit returners
 - Offer mentoring and sponsorship
 - Offer networking programmes

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 2022 narrowed to **8.5%** compared to **9.2%** the previous year. The median measure (the middle numerical value in the male and female salary lists for every member of staff in the Council, ranked highest to lowest) shows a reduction in the overall pay gap from **11.2% to 10.2%**. This means,

that when comparing the mid-point of all males' salaries with the mid-point of all females' salaries, the gap has now reduced by 1% to 10.2%.

- 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	2022	2021	2020	2019	2018	2017	2016	2013
Median Pay Gap	10.2%	11.2%	11.2%	10.6%	9.9%	11.5%	12.3%	18.2%
Mean Pay Gap	8.5%	9.2%	9.1%	13.4%	13.3%	12.5%	13.0%	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 **10.4%** median pay gap and negative **1.8%** mean pay gap. For disabled employees there was a negative **10.4%** median and a negative **3.3%** mean. The negative pay gap indicates that both BAME and disabled employees continue to be paid more than non-BAME and non-disabled employees.

- 2.4 Regionally benchmarking is currently only available for 2021 as no Council in the region has yet published information for 2022.

- 2.5 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 women at a lower level of pay and where the numbers of those roles make up a significant proportion of the overall workforce.

Council	2021 Median Pay Gap	2021 Mean Pay Gap
Barnsley	0%	3.3%
Doncaster	13.9%	12.9%
Rotherham	11.2%	9.1%
Sheffield	0%	3.1%

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 Progressing key activities in the Council's Workforce Plan that will further address the pay gap.
- 3.3 It is recommended that options at 3.1 and 3.2 above are implemented.

Not publishing isn't considered as an option as this would mean that Council would be 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 2022 gender pay gap is 30 March 2023.

6. Financial and Procurement Advice and Implications

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 2021/22 and the Council's financial outturn position for 2021/22. 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

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 in the organisation and to put in place actions to mitigate.
- 11. Implications for CO₂ 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

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