

Rotherham Metropolitan Borough Council

Gender Pay Gap Report March 2022

Introduction

This is the sixth edition of our published report, based on data from March 2022, when the Council's workforce was still involved in delivering services to residents across the borough whilst dealing with the impact of the pandemic.

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 remain critical for the continued success of the Council and set an example for all other employers within the borough.

During the pandemic, around half of Council staff who do not work in frontline services were able to work from home. We have been committed to learning from this experience and based on engagement with colleagues across the whole organisation, a hybrid working policy came into effect in early 2022 enabling where appropriate, additional flexibility to work from alternative locations for a proportion of the week, whilst ensuring that the Council delivers the possible service for our residents. The Council recognises that this increased flexibility provides additional opportunities for those with caring responsibilities and can have a positive impact on the representation of women in the workforce and the roles they are in.

The Council's Equality, Diversity and Inclusion Strategy was launched in June 2022. The Council is committed to creating an inclusive borough, where no-one is left behind and everyone is welcome and treated fairly and to do this, we will listen to our residents and our workforce and seek to involve all voices. The Council has set out an intention to reach and then maintain 'excellent' under the Equality Framework for Local Government (EFLG). The EDI Strategy encompasses high-level actions to deliver this including a range of activity delivered internally with our workforce.

During 2022, the Council also launched an updated Workforce Plan. Key strands include becoming an employer of choice, reviewing our ways of working, engaging with our workforce, developing our capability and providing health and wellbeing support. Equality, diversity and inclusion considerations underpin all of those activities and good progress is being made in ensuring all staff, including under-represented groups, have a voice across the organisation. This includes the creation of a range of Staff Representation Groups, including establishing a women's network.

These developments help to demonstrate the Council's continued commitment to undertaking action which will support a positive reduction in the gender pay gap through staff development, career progression and direct employment of front line services.

Our commitment to developing our workforce continues, including opportunities for apprenticeships and a range of development programmes to grow skills and enhance career progression. During 2021/22, over 70% of promotions were women, which is in line with the overall workforce profile. As at March 2022, the proportion of women in senior positions (top 5% of earners) remained at 66% and over half (four of the seven) of the Council's Strategic Leadership Team were women.

Although there is no requirement to do so, the Council also monitors the pay gap of BAME and disabled employees. I am pleased to report that BAME and disabled colleagues continue, on average, to be paid more than their non BAME and non-disabled colleagues.

The insights in this report help to inform our delivery of the EDI strategy and Workforce Plan.

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

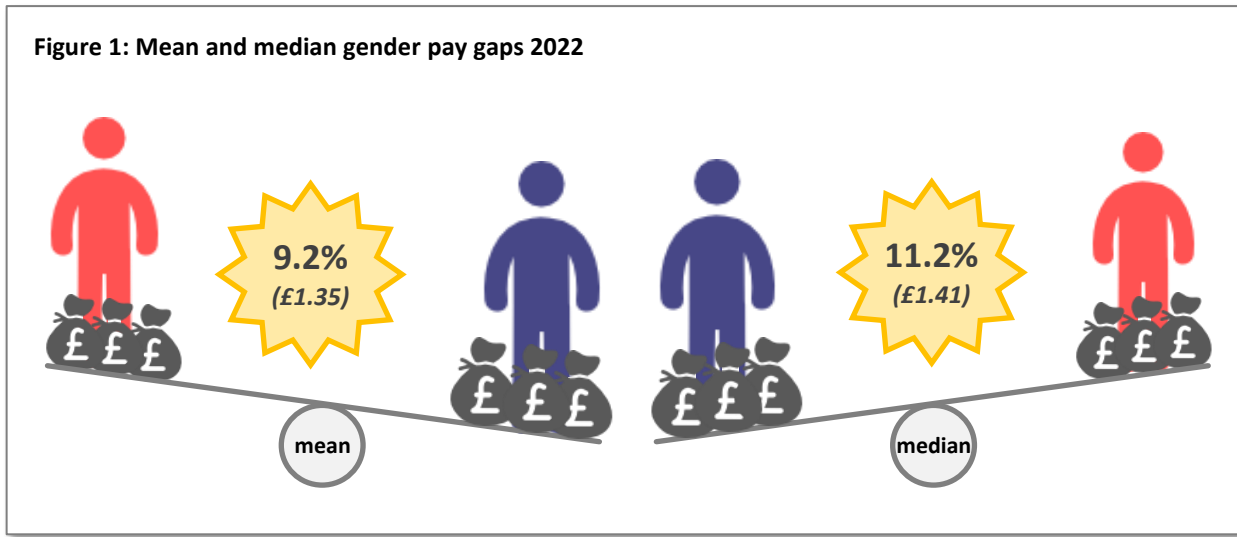
On the snapshot date of 31 March 2022, the Council had 5020 employees, females accounted for three quarters of the workforce predominantly in part-time permanent positions, whilst the male workforce was predominantly full-time workers in permanent positions. Since 2010, the number of males working part-time has gradually increased to over one in five, compared to almost two out of three females.

Over the same period, the proportion of women in the top 5% of earners in the Council has steadily increased to 66% and over half of the Strategic Leadership Team are female.

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

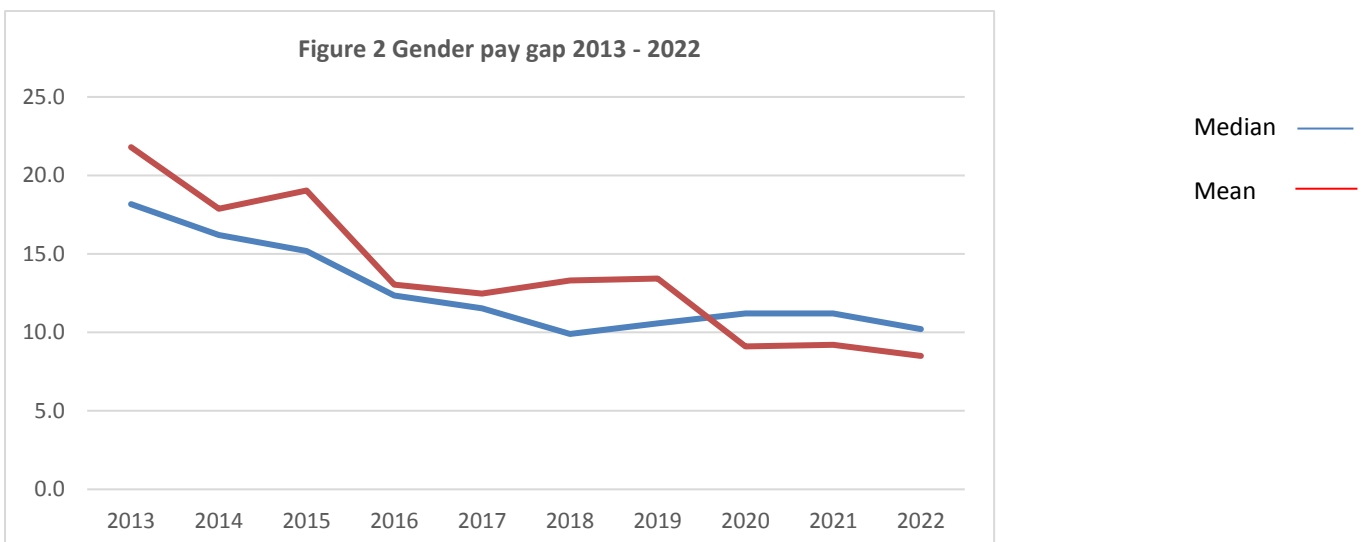


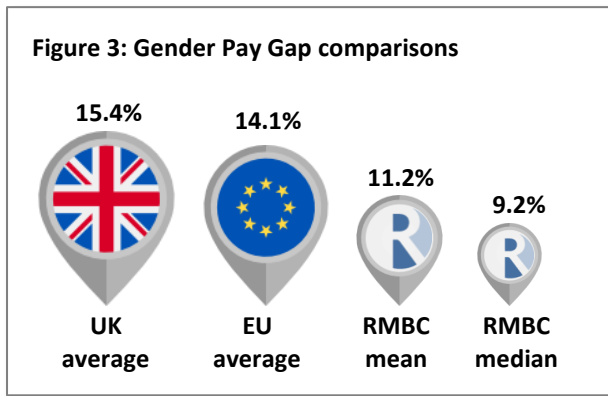
A positive pay gap indicates that men are paid more than women and a negative pay gap that women are paid more than men

The mean gender pay gap for the Council at the end of March 2022 reduced from the previous year, from 9.2% to 8.5%. 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% over the last year.

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 nine years the Council's mean gender pay gap has reduced considerably from 18.2% to 8.5% and the median from 21.8% to 10.2%.





The Council's pay gap shows that men were paid more than women, however, the figures compare favourably with the average UK gap of 15.4%, EU average 14.1% (Eurostat figures published on the European Commission of Justice's website) and the lowest EU countries, Belgium, Italy and Luxemburg who are below 6%.

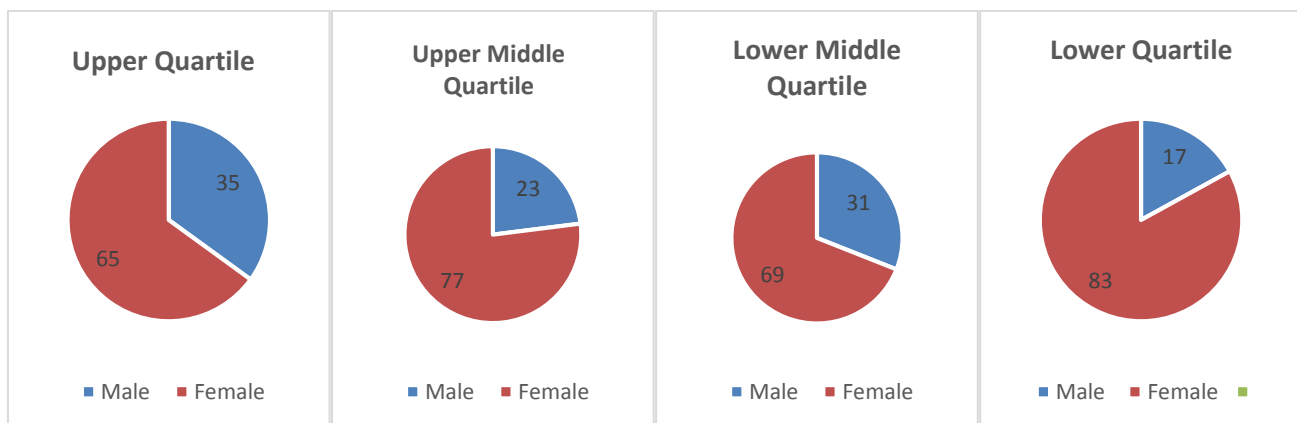
Currently there is no legislative requirement to publish information on other protected characteristics, however analysis of Black, Asian and minority ethnic (BAME) employees showed the Council had a negative 10.4%% median pay gap and negative 1.8% mean pay gap and for disabled employees a negative 10.4% median and a negative 3.3% mean.

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

Mean and Median Bonus Gender Pay Gap

The Council does not operate any bonus schemes.

Proportion of males and females by pay quartile



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. In the upper quartile, where the jobs tend to be professionally qualified or dependent on several years of management or other types of experience, women are under-represented but make up 66% of the top 5% of earners and two thirds of the Strategic Leadership Team.

When looking at the spread of employees across the pay quartiles, the ideal would be to see 27% of all males and 73% females in each of the four quartiles, mirroring workforce representation. This

has almost been achieved for female employees, however, for male employees there is a discrepancy of ten 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 of workforce development opportunities and flexible and hybrid 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, the Workforce Plan and EDI Strategy.

Key activities include:

- Engaging with the workforce to understand barriers that may exist
- 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