

Committee Name and Date of Committee Meeting

Staffing Committee – 12 February 2024

Report Title

Gender Pay Gap Statement 2023

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)

Tony Bryant, Interim Assistant Director of Human Resources

Ward(s) Affected

None

Report Summary

This report provides detail of the Gender Pay Gap information as at the 31 March 2023 that the Council is obliged to publish under reporting legislation.

Recommendations

Staffing Committee is asked to:

1. Accept the Gender Pay Gap Statement at Appendix 1
2. Approve publication of the Gender Pay Gap Statement at Appendix 1.

List of Appendices Included

Appendix 1 Gender Pay Gap Statement 2023

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 2023

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 Like many organisations Rotherham Metropolitan Council utilises Job evaluation and a common grading structure to ensure that like work is remunerated consistently regardless of the job holder's gender.
- 1.3 The gender pay gap shows the difference in the average pay between all men and women in a workforce regardless of job role. 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.
- 1.4 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.
- 1.5 The deadline to report on details taken at the snapshot date of 31 March 2023 for public sector employers is 31 March 2024.
- 1.6 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.
- 1.7 The Government Equalities Office, in their research report "Gender pay gap: employers' action and understanding", has identified that best practice action plans should focus on the full employee lifecycle. Key elements are set out below:
 - how the employer approaches recruitment (content and appeal of job adverts, approach to short-listing, potential for unconscious bias during the interviewing process)
 - how the employer approaches induction and introduction to the organisation (how women and men are treated at this point and how this might impact their future aspirations)
 - working conditions and hours (availability of flexible working, shift arrangements, parental leave policies)
 - training and development policies and opportunities (relevance to different genders, availability, impact and outcomes)
 - access to support and mentoring (whether sufficient support was available and how to improve provision)
 - the mechanisms for remuneration, personal development and promotion (how the systems work, and whether they potentially disadvantage women)

- employee satisfaction and engagement (how this is measured, and any feedback elicited which indicates issues that could be relevant to their GPG)

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 2023 narrowed to **7.3%** compared to **8.5%** 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 **10.2% to 8.7%**. 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 1.3% to 8.7%.
- 2.2 The Council's pay gap results from the fact that the Council has a large number of female employees working in traditionally low-paid cleaning and catering roles, where 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 65% of the top 5% of earners and over half of the Strategic Leadership Team. However, the figures compare favourably with the average UK gap **14.9%** (Office for National Statistics) and EU average **12.7%** (European Commission).

RMBC Gender Pay Gap over time

Year	2023	2022	2021	2020	2019	2018	2017	2016	2013
Median Pay Gap	8.7%	10.2%	11.2%	11.2%	10.6%	9.9%	11.5%	12.3%	18.2%
Mean Pay Gap	7.3%	8.5%	9.2%	9.1%	13.4%	13.3%	12.5%	13.0%	21.8%

Over the last nine years the Council's mean gender pay gap has reduced considerably from 21.8% to 7.3% and the median from 18.2% to 8.7%.

- 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 **9.6%** median pay gap but a positive **0.7%** mean pay gap. There is however a small positive 0.7% mean pay gap, meaning that when assessing the mean hourly rate of pay for BAME employees against the mean hourly rate for non-BAME staff, BAME employees are in roles that overall mean they were 11p per hour less. For disabled employees a negative median of 13.7% (up from 10.4% last year) and a negative 4.3% mean (up from 3.3%) demonstrating that disabled employees are paid more than non-disabled employees by both measures.

- 2.4 Regionally benchmarking is currently only available for 2022 as no Council in the region has yet published information for 2023.
- 2.5 It is difficult to make a 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	2022 Median Pay Gap	2022 Mean Pay Gap
Barnsley	0.18%	4.9%
Doncaster	12.6%	12.5%
Rotherham (2023)	8.7%	7.3%
Sheffield	3.1%	-0.9%

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.
- 3.4 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 2023 gender pay gap is 31 March 2024.

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 2022/23 and the Council's financial outturn position for 2022/23. 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)

Tony Bryant, Interim Assistant Director Human Resources

Report Author: Tony Bryant, Interim Assistant Director of Human Resources
This report is published on the Council's [website](#).