Public Report
Staffing Committee

Committee Name and Date of Committee Meeting
Staffing Committee– 30 November 2026

Report Title
Gender Pay Gap Statement 2026

Is this a Key Decision and has it been included on the Forward Plan?
No

Executive Director Approving Submission of the Report
Judith Badger, Executive Director of Corporate Services

Report Author(s)
Amy Leech, Head of Human Resources (Policy & Operations)
amy.leech@rotherham.gov.uk

Ward(s) Affected
None

Report Summary
This report provides detail of the Gender Pay Gap information as at the 31 March 2026 that the Council is obliged to publish under reporting legislation.

Recommendations

That Staffing Committee:

1. Accept the Gender Pay Gap Report; and

2. Approve publication of the Gender Pay Gap Report.

List of Appendices Included
Appendix 1 Gender Pay Gap Statement 2026

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 2026

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. The deadline to report on details taken at the snapshot date of 31 March 2026 for public sector employers is 30 March 2027.

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.

1.6 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.

1.7 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 increased marginally from 4.42% in March 2025 to 4.51% in March 2026. As the mean is influenced by the distribution of employees across pay grades, this small increase is likely to reflect changes in workforce composition, such as recruitment, turnover, promotions, or pay progression within higher-paid roles, rather than a significant change in the Council's pay practices.

2.2 The increase of 0.09% is very small and would generally be considered a relatively stable position year-on-year.

2.3 However, 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 at 3.21% down from 4.81% in 2025.

2.4 The Council’s pay gap results from the fact that the Council has a greater 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 67% (slightly down from 69% in 2025) of the top 5% of earners and females represent 3 out of 6 positions of the Strategic Leadership Team.

2.5 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 12.8% in April 2025, down from 13.1% (Source: Office for National Statistics) and EU average 11.1% in 2024 (Source: European Commission website).

2.6 **RMBC Gender Pay Gap over time:**

Year	2026	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Median Pay Gap	3.21%	4.81%	8.1%	8.7%	10.2%	11.2%	11.2%	10.6%	9.9%	11.5%	12.3%
Mean Pay Gap	4.51%	4.42%	5.5%	7.3%	8.5%	9.2%	9.1%	13.4%	13.3%	12.5%	13.0%

2.7 Over the last 11 years the Council's mean gender pay gap has reduced considerably from 12.3% to 3.21% and the median from 13% to 4.51%.

2.8 Analysis for Black, Asian, and Minority Ethnic employees showed the Council had a negative 4.66% (5.43% in 2025) median pay gap and a negative 0.55% (0.69% in 2025) mean figure demonstrating that BAME employees on average are paid more per hour. This is due to a higher proportion of BAME workers being employed in the 'upper' and 'upper middle' quartile.

2.9 For disabled employees, there is a negative median of 6.35% (6.85% in 2025) and a negative 2.69% (2.92% in 2025) mean figure demonstrating that disabled employees are paid more than non-disabled employees by both measures. This is due to a higher proportion of disabled workers being employed in the 'upper middle' quartile.

2.10 Regional benchmarking is available up to 2025, however, 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.

Council	Median	Mean
Barnsley	3.9%	0.3%
Doncaster	5.9%	7.7%
Rotherham	4.51%	3.21%
Sheffield	1.1%	1.84%

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 is not 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 2026 Gender Pay Gap is 30 March 2027.

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 2026/76 and the Council's financial outturn position for 2026/27.

6.2 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.

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

7. Legal Advice and Implications

7.1 The report and recommendation ensure that the Council complies with the statutory requirements to publish their gender pay gap information annually. Failure to report and publish the gender pay gap information means the Council will be in breach of the Equality Act 2010 and therefore open to enforcement action by the Equality and Human Rights Commission.

7.2 The EHRC will initially send a warning letter to organisations who fail to report. They will then investigate any breach of the legislation and have the power to serve a statutory 'unlawful act' notice. The Council as a public body can also be subject to a public sector assessment and served with a statutory compliance notice, failure to comply with this notice can result in court proceedings against the Council. The EHRC also publishes the names of organisations who fail to report and are investigated on their website.

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 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.
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 CO_2 Emissions and Climate Change

11.1 There is no impact on emissions.

12. Implications for Partners

12.1 There is no impact on 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
Lynsey Linton, Service Director, Human Resources and Organisational Development

Approvals obtained on behalf of:

	Name	Date
Chief Executive	John Edwards	19/11/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	09/11/26
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	09/11/26
Service Director of Human Resources (if appropriate)	Lynsey Linton	21/10/26
Head of Human Resources (if appropriate)	Amy Leech	21/10/26
The Executive Director with responsibility for this report	Judith Badger, Executive Director of Corporate Services	28/10/26
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Finance and Community Safety - Councillor Alam	03/11/26

Report Author: Amy Leech, Head of HR (Policy and Operations)

This report is published on the Council's website.