Rotherham Metropolitan Borough Council

Gender Pay Gap Report
March 2026

Rotherham
Metropolitan
Borough Council

Introduction

This is the tenth edition of our published report, based on data from March 2026. Approximately half of the workforce 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 to set an example for all other employers within the Borough.

The Council is committed to creating an inclusive Borough, with our ambitions working to ensure that no-one is left behind and everyone is welcome and treated fairly; to do this, we will listen to our residents and our workforce and seek to involve all voices. The newly developed Inclusion Strategy is now well into its first year of delivery and encompasses high-level actions to deliver this including a range of activity delivered internally with our workforce, ensuring equality of opportunity for all.

The Council refreshed its Workforce Plan in 2026 to align with the new Council Plan. Key themes include becoming an employer of choice, reviewing our ways of working, engaging with our workforce, developing our capability, and providing health and wellbeing support. There has also been extensive work done through the Workforce Board to identify the workforce challenges ahead and ensure we have the right mechanisms to address these as we continue to strive to deliver excellent outcomes for the Borough through our workforce.

Equality, diversity and inclusion considerations underpin all those activities and good progress is being made in ensuring all staff, including under-represented groups, have a voice across the organisation. We are continuing to increase engagement with our Staff Networks and in December 2025 we conducted our most recent Employee Opinion Survey which saw notable increases in positive feedback regarding leadership and direction, understanding the Council's values and creating a sense of belonging across our workforce.

Our commitment to developing our workforce continues, including developing career pathways, more opportunities for apprenticeships, work placements, and new partnerships with education providers, and delivering a range of programmes to grow skills and enhance career progression.

As at March 2026, the proportion of women in senior positions (top 5% of earners) stands at 50% with 3 out of 6 positions of the Council's Strategic Leadership Team being women, and this report highlights that the average pay for our colleagues who are BAME or disabled is higher than the average pay for colleagues who are not.

These developments all help to demonstrate the Council's continued commitment to undertaking action which will support a reduction in pay gaps and the insights contained within this report continue to inform our delivery of the Inclusion Strategy and Workforce Plan.



John Edwards, 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 2026, the Council had 5381 employees, females accounted for approximately 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 just below one in five, compared to almost two out of three females.

Women in the top 5% of earners in the Council stands at 50%. 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

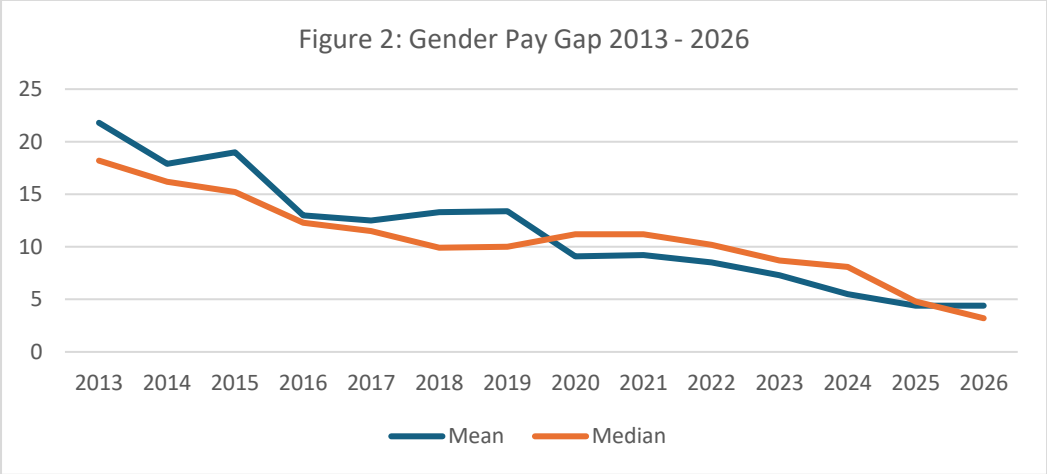
Mean and Median Gender Pay Gap

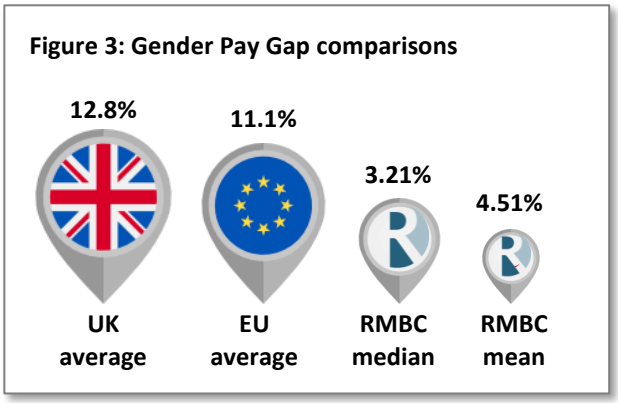
A positive pay gap indicates that men are paid more than women and a negative pay gap that women are paid more than men.

The mean gender pay gap for the Council at the end of March 2026 increased from the previous year, from 4.42% to 4.51%. The increase of 0.09% is very small and would generally be considered a relatively stable position year-on-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 4.81% to 3.21%**.**

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.

Figure 2 below demonstrates the change in the Council's Gender Pay Gap from 2013.





The Council's pay gap shows that men were paid more than women, however, the figures compare favourably with the average UK gap 12.8% in April 2025 (Source: Office for National Statistics) and EU average 11.1% in 2024 (Source: European Commission website).

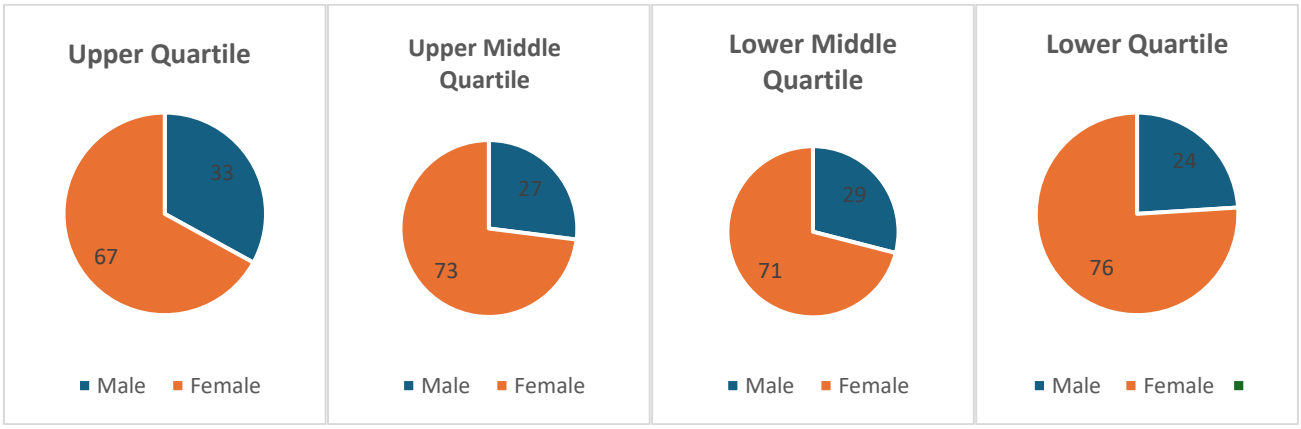
Analysis for ethnicity group employees showed the Council had a negative 4.66% median pay gap and a negative 0.55% mean figure demonstrating that BAME employees on average are paid more per hour than their counterparts.

For disabled employees, there is a negative median of 6.35% and a negative 2.69% mean figure demonstrating that disabled employees are paid more than non-disabled employees by both measures.

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 many 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 50% of the top 5% of earners and 3 of the 6 positions 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 thirteen 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 best practice guidance by 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 whilst providing support for parents and carers. The Council's offer 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 Inclusion Strategy.

Key activities include:

- Engaging with the workforce and with our communities to understand and address barriers to recruitment and progress
- Ensuring policies are up to date and follow best practice and do not adversely impact those with protected characteristics
- Ensuring recruitment campaigns and job adverts are gender neutral and look to recruit through a variety of channels and selection processes that are proportionate to the role being recruited to
- Having a workforce that reflects the diversity of Council communities at all levels of the organisation, including senior leadership and higher-paid occupational groups.
- Seeking feedback on our policies and practices from the Council's Staff Networks
- 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 our ways of working across the organisation to identify and promote increased flexibility in working practices, dependent on service need
- Developing digital skills to support new ways of working
- Enhancing the Council's Learning and Development offer and targeted career progression support to increase representation of women in higher-paid and senior roles.
- Delivering accessible career pathways and professional development opportunities that support progression across all grades, with a focus on addressing under-representation in senior and higher-paid roles.
- Monitoring progression, promotion and acting-up opportunities by gender to identify and address any barriers to career advancement.
- Increasing the visibility of career pathways into senior and hard-to-recruit professional roles, particularly for employees working in lower-paid occupational groups.