

Committee Name and Date of Committee Meeting

Staffing Committee – 10 February 2021

Report Title

Gender Pay Gap Reporting 2019/2020

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 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. Recommend approval for publication

List of Appendices Included

Appendix 1 Gender Pay Gap 2019/20

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

None

Council Approval Required

No

Exempt from the Press and Public

No

Gender Pay Gap reporting 2020

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.

The deadline to report on details taken at the snapshot date of 31 March 2020 for public sector employers would under normal circumstances be 30 March 2021, however the government has suspended requirements to publish this year due to COVID-19.

However, information on the Council's pay gap is available, and it is therefore proposed to publish on the Council website in line with the usual publication cycle.

- 1.4 The Council chose 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.
- 1.5 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 2020 decreased from the previous year, falling from **13.4% to 9.1%**.
- 2.2 The median measure is based on the value of the middle most numerical value in an ordered group; in this case pay for both male and female members of staff. The median pay gap increased slightly from **10.6% to 11.2%**.
- 2.3 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.

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 **15.5%** (Office for National Statistics) and EU average **14.8%** (Eurostat figures published on the European Commission of Justice's website).

RMBC Gender Pay Gap over time

Year	2020	2019	2018	2017	2016	2015	2014	2013
Median Pay Gap	11.2%	10.6%	9.9%	11.5%	12.3%	15.2%	16.2%	18.2%
Mean Pay Gap	9.1%	13.4%	13.3%	12.5%	13.0%	19.0%	17.9%	21.8%

- 2.4 There is no legislative requirement to publish information on other protected characteristics at the moment, however analysis for Black, Asian and minority ethnic (BAME) employees showed the Council had a negative **14.9%** median pay gap and negative **4.6%** mean pay gap. For disabled employees there was a negative **17.1%** median and a negative **6.8%** mean. The negative pay gap indicates that both BAME and disabled employees are paid more than non-BAME/non-disabled employees.
- 2.5 Regionally benchmarking is currently only available for 2019 as no Council in the region has yet published information for 2020.

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	0%	6.5%
Doncaster	16.9%	14.6%
Rotherham	10.6%	13.4%
Sheffield	5.6%	1.4%
Yorkshire and Humberside (ONS)	15.1%	10.8%

3. Options considered and recommended proposal

- 3.1 Not to publish in line with government decision to suspend legal reporting requirements due to COVID-19.
- 3.2 To publish on the Council website as in previous years with a narrative to support and explain the information.
- 3.3 Review recruitment and development opportunities and encourage improved workforce flexible working and mentoring opportunities in line with the Government Equalities Office research and the year ahead plan.
- 3.4 It is recommended that options at 3.2 and 3.3 above are implemented.

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 2020 gender pay gap is 30 March 2021.

6. Financial and Procurement Advice and Implications (to be written by the relevant Head of Finance and the Head of Procurement on behalf of s151 Officer)

- 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 2019/20 and the Council's financial outturn position for 2019/20. 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 associated with the details contained in the report.

7. Legal Advice and Implications (to be written by Legal Officer on behalf of Assistant Director Legal Services)

- 7.1 The report complies with the normal legislative requirements referred to in the body of the report, although these are currently suspended due to Coronavirus.

In normal circumstances 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 Council 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 Council 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 across the Council and to put in place actions to mitigate.

11. Implications for Partners

- 11.1 There are no implications for partners.

12. Risks and Mitigation

- 12.1 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.

13. Accountable Officer(s)

Jo Brown, Assistant Chief Executive

Lee Mann, Assistant Director Human Resources and Organisational Development

Approvals obtained on behalf of: -

	Named Officer	Date
Chief Executive		02/02/21
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	25/01/21
Assistant Director of Legal Services (Monitoring Officer)	Stuart Fletcher	19/01/21
Assistant Director of Human Resources (if appropriate)	Lee Mann	13/01/21
Head of Human Resources (if appropriate)		Click here to enter a date.

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