

EMPLOYMENT AND APPEALS COMMITTEE

17 July 2018

GENDER PAY GAP

Report of the Director for Resources

Strategic Aim:	Sound Financial and Workforce Planning	
Exempt Information	No	
Cabinet Member(s) Responsible:	Mr O Hemsley, Portfolio Holder for Growth, Trading Services and Resources (excluding Finance)	
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DECISION RECOMMENDATIONS

1. There are no decisions associated with this report.

1 PURPOSE OF THE REPORT

- 1.1 To advise the Committee of the first set of Gender Pay Gap data reported for the Council and any associated implications and actions.

2 WHY DO WE HAVE TO REPORT GENDER PAY GAP DATA?

- 2.1 From 2017 any organisation that employs 250 or more must publish and report specific data about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. All public sector employers were required to publish their gender pay gap information by 30 March 2018 and then each year based on a snap shot date of the previous 31 March.
- 2.2 The gender pay gap is not to be confused with equal pay which is the right for men and women to be paid the same rate when doing the same or equivalent work. All posts at Rutland are 'evaluated' against a job evaluation system so people doing the same job of the same value receive the same band of pay.

3 WHAT DO WE HAVE TO REPORT?

3.1 The data must be calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

3.2 The three relevant reporting requirements are:

- Overall gender pay gap based on mean hourly pay
- Overall gender pay gap based on median hourly pay
- Proportions of male and female employees in quartile hourly pay bands

4 WHAT IS RUTLAND’S GENDER PAY GAP?

4.1 The RCC Gender Pay Gap is as follows

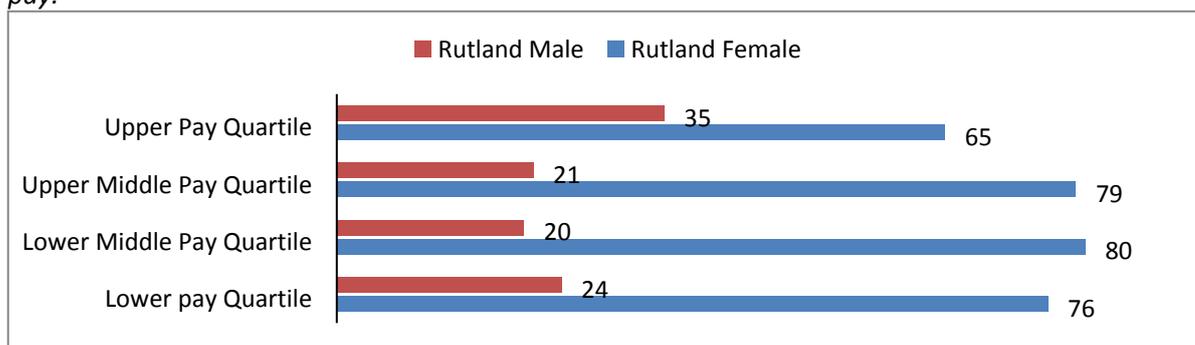
Overall Median Pay Gap		Overall Mean Pay gap	
	Median Hourly Pay		Mean Hourly Pay
Female	£11.62	Female	£12.75
Male	£13.25	Male	£14.86
Pay Gap	12.3%	Pay Gap	14.2%
Whole Economy#	18.4%	Whole Economy#	17.4%
Local Government *	5%	Local Government*	6.8%

Source = ONS Annual survey of Hours and Earnings October 2017

* Based on 319 Local authority submissions

4.2 And our Quartile Pay is:

The tables identify the proportion of male and female full-pay relevant employees in four quartile pay.



5 WHAT DOES IT MEAN?

5.1 In this first year of implementation, questions are being asked of the Government, the significance of the data and what steps will be taken. The process itself has been challenged with headings of inaccurate calculation and reporting.

5.2 Nevertheless, based on the data, the overall Gender Pay Gap at Rutland is significantly lower than the Whole Economy but higher than the values for Local Government. The causes of the gap are complex and overlapping – in particular the data has a correlation to:

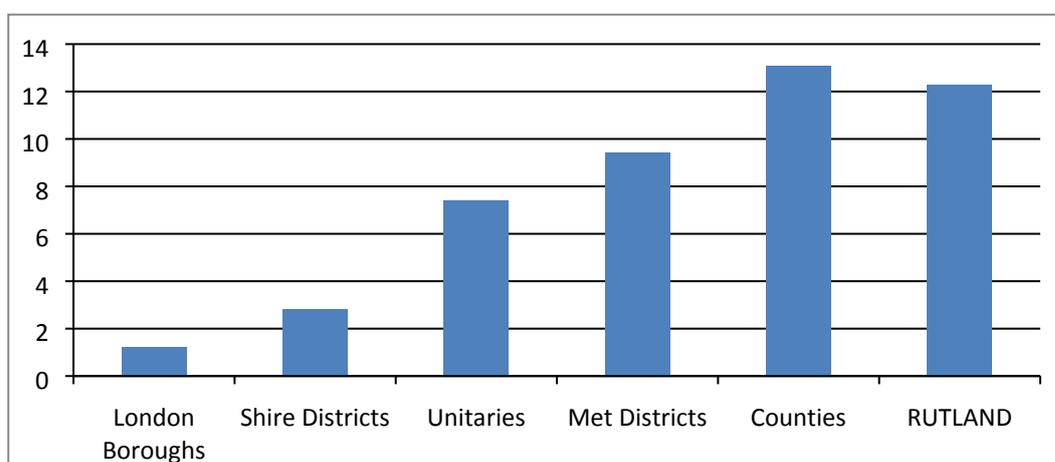
- The diversity profile of the organisation – ie. %age of the workforce female and male
- %age of women in part-time roles is higher than men in part-time roles
- Types of job and certain occupations where women are more concentrated than men which may attract lower levels of pay.

5.3 We know that the Council's workforce is predominantly female, made up of 75% female and 25% mal, which explains why there is a higher percentage of females across all pay quartiles. This is not dissimilar to the large counties in the region.

5.4 A much higher proportion of women (compared to men) work part-time—in Rutland just under 45% of staff are part-time. Flexible working arrangements are available to help both men and women balance domestic and work/career commitments in a way which works for them and Rutland. Rutland Council actively encourages a healthy work life balance and promotes a flexible approach to work to accommodate this, as is indicated in the high level of part-time working in the Council.

5.5 The Gender Pay Gap for all organisations in scope of the legal requirement to report, is available on a government website. Each organisation tells their own 'story' to explain their gaps – as above, there is a strong link to the employee group profile and gender differential. For illustrative purposes and information, below is a sample of authorities against the mean and median and a comparison against type of local authority

	MEDIAN	MEAN
RUTLAND	12.3%	14.2%
Nottinghamshire County	25.3%	12.3%
Derbyshire County	25.3%	13.7%
Leicestershire County	18%	20%
Cambridgeshire County	18%	13%
Lincolnshire County	11.1%	13.3%
Northamptonshire County	6%	8%
Peterborough City	4.7%	8.9%
Nottingham City	2.6%	4.2%
Leicester City	0.46%	3.12%



6 WHAT ARE WE GOING TO DO?

6.1 This is not bad news – as before, this is **not** about equal pay. However, we will:

- Develop our reporting, and monitoring, of the recruitment process for all equality implications to ensure there is no indication of bias.
- Develop our workforce/equality reporting across functions/types of roles to better understand our gender profile at a deeper level.
- Carry out an Equal Pay Audit.
- Continue existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation.
- Continue to publish and promote that Rutland Council is committed to treating everyone fairly, to challenge inequalities and to promote equality of opportunity for all.

These are all things we would be doing anyway.

7 CONSULTATION

7.1 No formal consultation is required on this issue.

8 ALTERNATIVE OPTIONS

8.1 The Council is required to publish Gender Pay Gap data by 31 March each year.

9 FINANCIAL IMPLICATIONS

9.1 No financial implications

10 LEGAL AND GOVERNANCE CONSIDERATIONS

10.1 No Legal and Governance issues. As above, there is a statutory requirement to public Gender Pay Gap data.

11 EQUALITY IMPACT ASSESSMENT

11.1 This approach would be in line with the Council's Equality Statement.

12 COMMUNITY SAFETY IMPLICATIONS

12.1 There are no Community Safety implications arising from this report.

13 HEALTH AND WELLBEING IMPLICATIONS

13.1 There are no Health and Wellbeing implications.

14 ORGANISATIONAL IMPLICATIONS

14.1 Gender Pay Gaps do not reflect gaps in Equal Pay. The Council, as part of its n equality and workforce strategies will continue to monitor pay.

15 CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

15.1 The report is provided to Employment and Appeals Committee for their information.

16 BACKGROUND PAPERS

16.1 There are no additional background papers to the report.

17 APPENDICES

No Appendices.

A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.