

EMPLOYMENT AND APPEALS COMMITTEE

17 April 2023

GENDER PAY GAP

Report of the Strategic Director for Resources

Strategic Aim:	A modern and effective Council	
Exempt Information	No	
Cabinet Member(s) Responsible:	Cllr K Payne, Portfolio Holder for Finance, Governance and Performance, Change and Transformation	
Contact Officer(s):	Carol Snell, Head of Human Resources	01572 720969 csnell@rutland.gov.uk
Ward Councillors	N/A	

DECISION RECOMMENDATIONS

That the Committee:

1. Notes the Council's Gender Pay Gap data for the reporting period as at 31 March 2022 and the commentary/comparison to the previous reporting periods.

1 PURPOSE OF THE REPORT

- 1.1 To advise the Committee of our Gender Pay Gap data as at 31 March 2022 and to provide some commentary to help understand what it means for the Council.

2 REPORTING REQUIREMENTS

- 2.1 Members are reminded of the requirements to publish such data on an annual basis – this has been the case since 2017, the intention being to narrow and eliminate the pay differences between women and men.
- 2.2 Gender Pay Gap is defined as the difference between the pay of men and women. There are two measures- Median hourly pay and Mean (average) hourly pay. Each is represented as a percentage of the difference with men's pay.
- 2.3 For reporting purposes 'pay' includes – basic pay, paid leave (including annual leave, sick leave, maternity, paternity, adoption and parental leave), allowances,

shift premium pay. Employees at Rutland do not receive bonus payments. 'Pay' does not include – overtime pay, expenses, redundancy payments and tax credit.

3 GENDER PAY GAP DATA – 2017 TO 2022

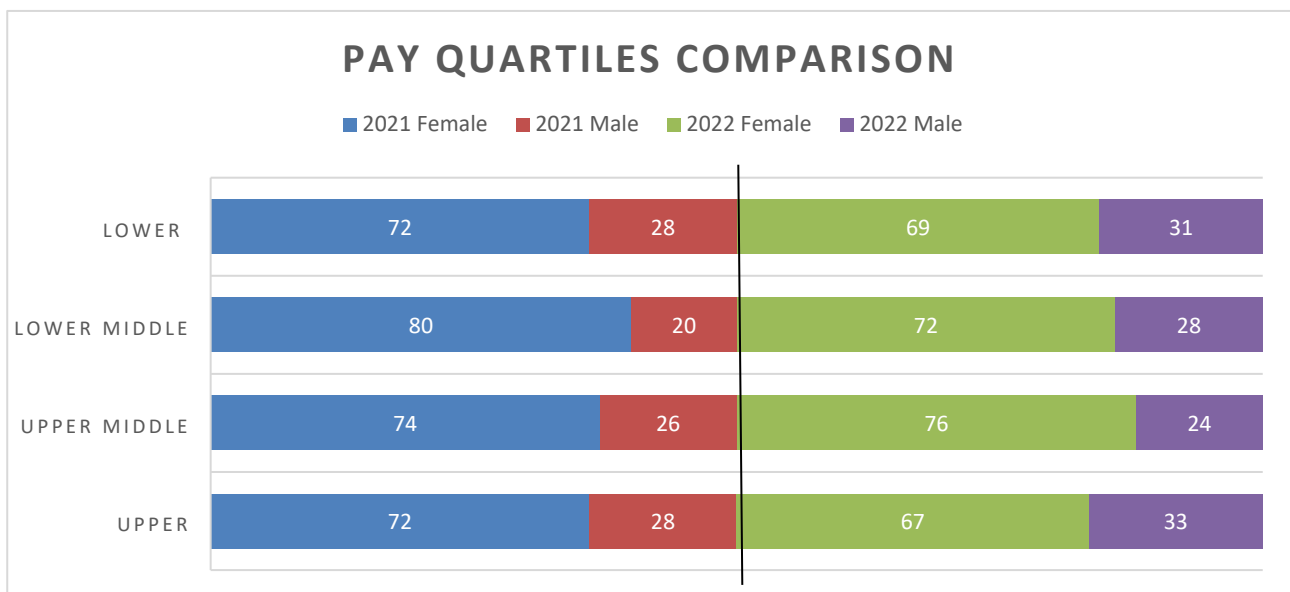
3.1 The chart below shows our comparator data for the six reporting periods:

As at 31 March	2017	2018	2019	2020	2021	2022
Median	12.3%	-1.54%	5.3%	-6%	5.7%	-4.02%
Mean (average)	14.2%	5.7%	11.3%	9.41%	6.7%	3.79%

3.2 The following chart shows the comparison of median and mean hourly rates.

Median	2017	2018	2019	2020	2021	2022
Female	£11.62	£12.50	£12.40	£12.85	£13.21	£13.71
Male	£13.25	£12.31	£13.08	£12.22	£14.02	£13.18
Mean (average)	2017	2018	2019	2020	2021	2022
Female	£12.75	£13.89	£13.73	£13.48	£15.03	£15.24
Male	£14.86	£14.73	£15.47	£14.88	£16.12	£15.84

3.3 The Pay Quartiles enable us to see the proportion of male and female relevant employees in four quartile bands. To do this we rank all relevant employees from highest to lower and then divide into four equal parts – 'quartiles'. The chart below shows the comparisons between 2021 and 2022:



4 UNDERSTANDING THE DATA

4.1 Previous analysis of the data has helped us understand the key issues that impact on the data – these are natural changes that evolve through the year and are factors that we have little/no influence over. In particular turnover which may have an impact on the overall employee profile of the organisation in specific roles, salary bands or quartiles.

4.2 If we look at our turnover data we can see the following for starters and leavers:

4.2.1 **New starters** in 2021-22 – compared to the previous two years:

	2019-20	2020-21	2021-22
Male	24%	28%	39.7%
Female	76%	72%	60.3%

4.2.2 And for **leavers**

	2019-20	2020-21	2021-22
Male	20%	19%	25.6%
Female	80%	81%	74.4%

4.3 **In summary:**

4.3.1 The overall data is showing that the 'mean' hourly rate for females was higher than the male 'mean' salary as at 31 March 2022 – we also saw this trend in 2018 and 2020.

4.3.2 However, the average salary for females is £15.24 compared to £15.84 for males. This is the lowest variance (at 60p per hour) since reporting commenced in 2017.

4.3.3 The profile of our workforce is seeing a further increase in males as a percentage of our workforce at 28.8% as at 31 March 2022 – compared to 26.6% as at 31 March 2021 and 25% as at 31 March 2020.

4.3.4 The Pay Quartiles in para 3.3 further reinforces this and shows the increase in the percentage of males in the Lower, Lower Middle and Upper quartiles.

4.3.5 These are small variations and do not give cause or concern regarding pay rates across male and female. Our Job Evaluation, pay and grading structure provides for a fair and consistent pay mechanism that equally applies to male and female employees. Our recruitment process is built on appointment on merit and quality with no gender bias.

5 REGIONAL COMPARATOR DATA

5.1 It is too early to provide comparisons for 31 March 2022 as authorities are only just reporting on this latest set of data. We can though now provide some comparisons for 31 March 2021. However, it is important to remember that the Gender Pay Gap outcomes are significantly affected by the profile of the workforce, including types

of roles employed and trade services that might either be within the organisation or contracted out.

	As at 31.3.20		As at 31.3.21	
	Median	Mean	Median	Mean
Rutland Council	-6%	9.41%	5.7%	6.7%
Office for National Statistics National East Midlands	14.9% 18.5%	NA NA	15.4% 16.8%	NA NA
Nottinghamshire County Council	20.1%	8.4%	16.8%	8.4%
Derbyshire County Council	15.2%	10.4%	14.2%	11.6%
Leicestershire County Council	4%	10%	4%	10%
Nottingham City Council	0	2.9%	0.5%	2.9%
Leicester City Council	0	0.9%	1.1%	0.1%
Isle of Wight Council	17.9%	10.7%	17.2%	10%

6 CONSULTATION

6.1 There are no further consultation requirements arising from this report.

7 ALTERNATIVE OPTIONS

7.1 There is a statutory requirement to publish Gender Pay Gap data by 30 March based on data as at the previous 31 March. This report reflects Rutland's data for 31 March 2022.

8 FINANCIAL IMPLICATIONS

8.1 There are no direct financial implications arising from this report.

9 LEGAL AND GOVERNANCE CONSIDERATIONS

9.1 As an employer of 250+ employees, we are required to publish our annual Gender Pay Gap data as specified in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

10 DATA PROTECTION IMPLICATIONS

10.1 A Data Protection Impact Assessments (DPIA) has not been completed as there are no risks/issues identified to the rights of individuals or personal data.

11 EQUALITY IMPACT ASSESSMENT

11.1 An Equality Impact Assessment (EqIA) has not been completed as there are no risks/issues identified as a result of assessment of the data in this report.

12 COMMUNITY SAFETY IMPLICATIONS

12.1 None

13 HEALTH AND WELLBEING IMPLICATIONS

13.1 None

14 CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

14.1 There are no recommendations arising from this report – its purpose is to provide latest data regarding the Council's Gender Pay Gap.

15 BACKGROUND PAPERS

15.1 None.

16 APPENDICES

16.1 None.

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