

## EMPLOYMENT AND APPEALS COMMITTEE

26 March 2024

### GENDER PAY GAP

#### Report of the Strategic Director of Resources

Strategic Aim:	Providing good public services	
Exempt Information	No	
Cabinet Member(s) Responsible:	Cllr A Johnson, Deputy Leader and Portfolio Holder for Resources	
Contact Officer(s):	Kirsty Nutton, Strategic Director of Resources (s.151 Officer)	01572 758159 knutton@rutland.gov.uk
	Fiona Rowntree Head of Human Resource and Organisation Development	Telephone <a href="mailto:frowntree@rutland.gov.uk">frowntree@rutland.gov.uk</a>
Ward Councillors	Not applicable	

#### DECISION RECOMMENDATIONS

That the Committee:

1. Notes the Council's Gender Pay gap data for the reporting period as at 31 March 2023 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 of 31 March 2023 and to provide some commentary to help understand what it means for the Council.

#### 2 REPORTING REQUIREMENTS

- 2.1 Any employer with 250 or more employees as at the qualifying date (31 March) each year, must report their Gender Pay Gap Data by 30 March the following year. The legal requirement came into effect on 6 April 2017 as part of the Equality Act 2010 (Gender Pay Gap Information) Regulations.
- 2.2 In summary, the 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 The regulations outline the methodology and process for determining the data and the outcome. 'Pay' that is included is – 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 bonuses. 'Pay' does not include – overtime pay, expenses, redundancy payments and tax credit.
- 2.4 This represents our 7<sup>th</sup> year of reporting and the data shown below includes comparator data for all of the previous reporting periods.
- 2.5 The Council is required to submit our data to the Government website and publish it on the Council's own website.
- 2.6 The Council's pay levels reflect national pay awards which are effective from 1 April each year. Therefore the 31 March 2023 pay data reflects the pay rates from the pay award implemented on 1 April 2022.

### 3 GENDER PAY GAP – 2017 TO 2023

- 3.1 The following chart shows the full comparator data:

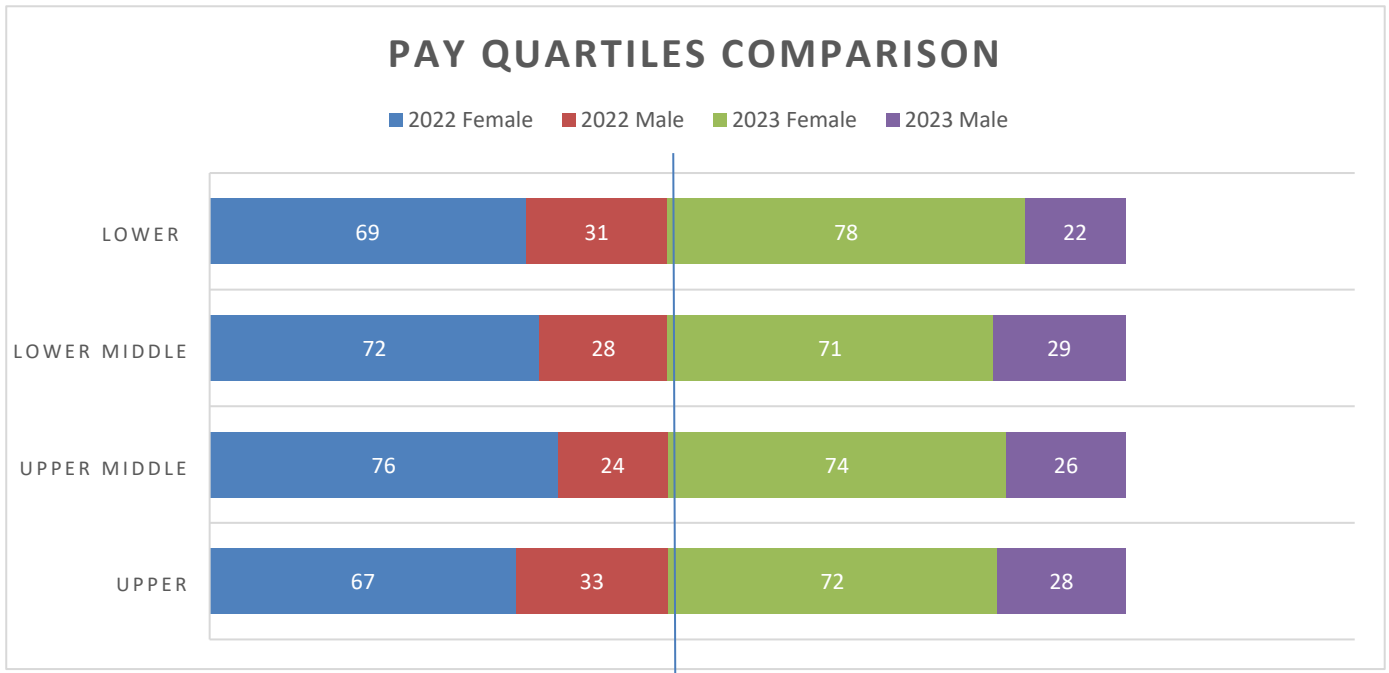
As at 31 March	2017	2018	2019	2020	2021	2022	2023
Median	12.3%	-1.54%	5.3%	-6%	5.7%	-4.02%	<b>-1.8%</b>
Mean (average)	14.2%	5.7%	11.3%	9.41%	6.7%	3.79%	<b>1.64%</b>

- 3.2 The following tables provides the comparison of the Median and Mean hourly rates:

Median	2017	2018	2019	2020	2021	2022	2023
Female	£11.62	£12.50	£12.40	£12.85	£13.21	£13.71	<b>£15.26</b>
Male	£13.25	£12.31	£13.08	£12.22	£14.02	£13.18	<b>£14.99</b>

Mean	2017	2018	2019	2020	2021	2022	2023
Female	£12.75	£13.89	£13.73	£13.48	£15.03	£15.24	<b>£16.80</b>
Male	£14.86	£14.73	£15.47	£14.88	£16.12	£15.84	<b>£17.08</b>

- 3.3 We are also required to report on 'quartiles' which shows the proportion of male and female relevant employees in four quartile bands. To do this we rank all relevant employees from highest to lowest and then divide into four equal parts – 'quartiles'. The following chart shows the comparisons between 2022 and 2023.



## 4 UNDERSTANDING THE DATA

4.1 Previous reports have reflected on the specific findings each year. We have also learnt and improved our understanding of the factors behind the data – ie. what is this telling us, and if there is anything we need to change or improve.

### 4.2 In Summary:

4.2.1 The overall data is showing that the median hourly rate for females was higher than the median for males as of 31 March 2023 – this was the case in 2022 although the gap was larger.

4.2.2 We can see from the chart in para 3.1 that the median percentage has varied and swung over the reporting periods – we have previously reported on this and the link to natural changes through the year in the workforce eg. starters, leavers.

4.2.3 For the mean salary – on average the male workforce earns 28p more than females – this has continued the trend since 2019 of a reducing gap in average hourly rates.

4.2.4 Members are reminded that the Gender Pay Gap is not the same as Equal Pay – this data does not therefore reflect an equal pay issue which is about men and women receiving equal pay for doing equal work.

### 4.3 What are other factors?

4.3.1 Given the size of our workforce, any size of shift or sway between the ratio of male to female across the organisation can have an impact. We can see this in the quartile chart eg. increases in the proportion of females in both the Upper and Lower quartiles.

4.3.2 We can also see from our overall gender profile as follows;

As at 31 March	2020	2021	2022	2023
Male	25%	26.6%	28.8%	25.5%
Female	75%	73.4%	71.2%	74.5%

4.3.3 If we also look at our profile of starters and leavers:

- New starters –

	2019-20	2021-21	2021-22	2022-23
Male	24%	28%	39.7%	25.8%
Female	76%	72%	60.3%	74.2%

- And for Leavers –

	2019-20	2021-21	2021-22	2022-23
Male	20%	19%	25.6%	38.4%
Female	80%	81%	74.4%	61.6%

4.3.4 The relevance of this movement and indeed our rate of turnover has on actual pay level is because new starters tend to start at the lower end of the pay scale compared to a leaver, who is more likely to have reached the higher end of the pay scale.

## 4.4 Conclusions

4.4.1 As previously reported, there are no emerging issues or concerns from this data. Our job evaluation system and pay and grading structure provides for a fair and consistent pay mechanism that has no connection as to whether a post holder is male or female. Furthermore, our recruitment process is built on appointment decisions based on merit and to avoid gender bias.

## 5 REGIONAL COMPARATOR DATA

5.1 Due to reporting timescales, it has not been possible to provide comparison data for the current period as other authorities, as us, are just reporting on their data for 31 March 2023. The following provides some data based on previous years. However, it should be noted that the service profile of the organisation plays a significant part in each organisation's gender pay gap profile. For example, councils that have in-house services such as "trades" and refuse-recycling services have a higher proportion of males in the workforce in roles that would be lower paid.

5.2 The following is therefore provided for illustrative purposes:

	As at 31.3.21		As at 31.3.22	
	Median	Mean	Median	Mean
Rutland County Council	5.7%	6.7%	-4.02%	3.79%
Office for National Statistics – National (all sectors)	15.1%	14.7%	14.9%	13.9%
Nottinghamshire County Council	16.8%	8.4%	14.4%	7.9%
Derbyshire County Council	14.2%	11.6%	16.9%	11.7%
Leicestershire County Council	4%	10%	8.0%	11.0%
Nottingham City Council	0.5%	2.9%	-1.5%	0.6%
Leicester City Council	1.1%	0.1%	0	-1.4%
Lincolnshire County Council	3.3%	5.4%	2.6%	5.0%
Isle of Wight Council	17.2%	10%	12.7%	10.6%

## **6 CONSULTATION**

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

## **7 ALTERNATIVE OPTIONS**

7.1 There are no alternative options, as it is a statutory requirement to publish the Council's Gender Pay Gap Data.

## **8 FINANCIAL IMPLICATIONS**

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

## **9 LEGAL AND GOVERNANCE CONSIDERATIONS**

9.1 These have been addressed in this report – ie. a statutory requirement to report.

## **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 This is an advisory report on the latest set of data for the Council relating to Gender Pay Gap. There are no recommendations.

**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