

Agenda Item	
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Report to Employment and Equalities Committee



Date of Meeting	14 th December 2021
Portfolio	Finance & Corporate
Report Author	Ann Ridyard
Public/Private Document	Public

Gender Pay Gap

Executive Summary

1. Rochdale Borough Council as a public authority is required under the Equality Act Regulations of 2017 to publish gender pay gap (GPG) information relating to its employees by 30th March each year. For 2021 the date was changed to 5 October due to the continuing impact of COVID-19.
 - 1.1 We are required to publish the difference in both the mean and median pay of full pay male and female employees expressed as a percentage. We are also required to publish the proportion of males and females employed in four quartile pay bands ranging from lower to upper as well as any differences in bonus pay.
 - 1.2 This report illustrates that the GPG data compared to previous years continues to improve, with the mean difference in pay between males and females improving from female pay being 1.58% less than male pay from last year to female mean pay being 1.42% higher than male mean pay this year.
 - 1.3 The median pay has also improved with there being no difference between male and female median pay last year to female median pay being 2.06% higher than male median pay this year. It is considered that this is due to the ongoing efforts to eradicate pay inequalities by continuing the use of job evaluation systems.
 - 1.4 The report for publication can be found at Appendix 1.

Recommendation

2. That the Employment and Equalities Committee note the position in the report and publication of the information in line with our statutory obligations.

Reason for Recommendation

3. We are required to publish in line with our statutory obligations.

Key Points for Consideration

4. Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 were effective from 31st March 2017. As part of the existing Public Sector Equality Duty these imposed a specific duty of Gender Pay Gap reporting requirements on Public Authorities.

- 4.1 As a public authority Rochdale Borough Council is required to publish gender pay gap information relating to our employees who are employed by us on the relevant snapshot date.
- 4.2 Each local authority must publish information to demonstrate compliance with the period 12 months following the snapshot date of 31st March each year.
- 4.3 The snapshot date for this year's reporting is 31st March 2020.
- 4.4 We are required to publish:-
 - a) The difference in the mean pay (the difference between the average of male and female pay) of full-pay male and female employees expressed as a percentage.
 - b) The difference in the median pay (the difference between the midpoints in the ranges of male and female pay) of full-pay male and female employees expressed as a percentage.
 - c) The proportions number of male and female full-pay relevant employees (all employees who were paid their usual full pay) employed in the lower, lower middle, upper middle and upper quartile pay bands.
 - d) Differences in bonus pay*
 - e) The information on our website to be accessible to all employees and the public for at least 3 years from the date of publication and to upload on the dedicated government website.

*this is not applicable to us as bonus was removed as part of the Pay & Grading Review process in 2010

4.5 Gender Pay Gap Information

Attached at Appendix 1 is the information that we required to publish by 5th October 2021. It includes the GPG breakdown for Rochdale Borough Council as at 31st March 2020 and the methodology used.

- 4.6 The calculations show Rochdale Borough Council's overall mean and median gender pay gap based on hourly rates, plus quartile data which are:-
 - (a) Overall percentage difference in mean hourly rate between male and female employees has been calculated as:-

$$\frac{(\pounds 13.41 - \pounds 13.60)}{\pounds 13.41} \times 100 = -1.42\% \text{ mean GPG (females; 19p/hr higher)}$$
 - (b) Overall percentage difference in median hourly rate between male and female employees has been calculated as:-

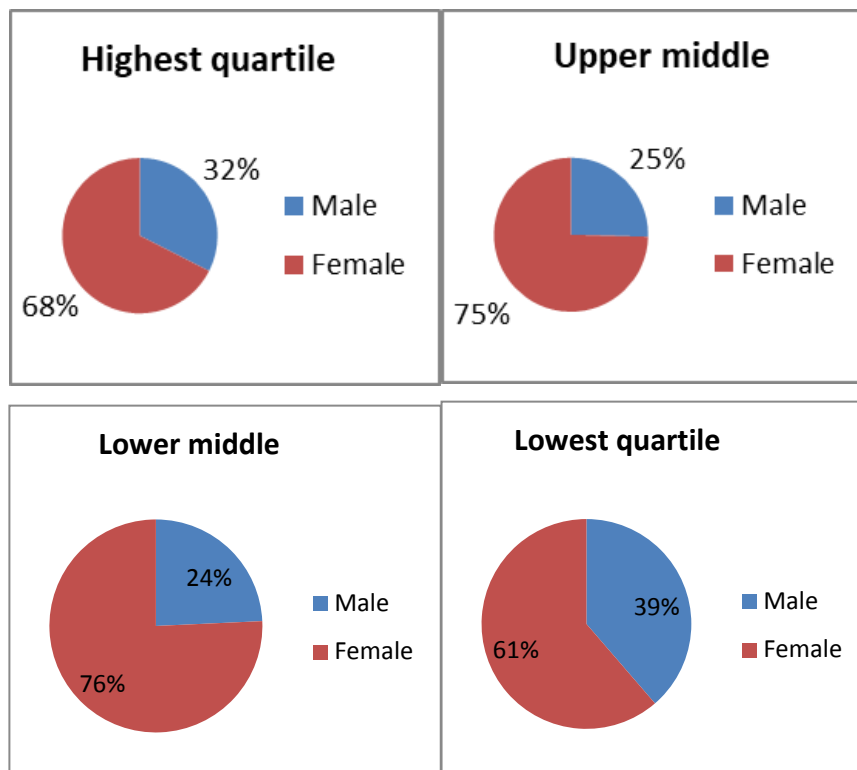
$$\frac{(\pounds 11.64 - \pounds 11.88)}{\pounds 11.64} \times 100 = -2.06\% \text{ median GPG (females; 24p/hr higher)}$$

Our calculations are based on all figures being rounded to 2 decimal places.

- 4.7 Our proportion of male and female employees according to quartile pay bands are:-

Quartile	Male	Female	% Male	% Female

Highest	258	536	32%	68%
Upper Middle	202	593	25%	75%
Lower Middle	193	602	24%	76%
Lowest	307	487	39%	61%
Total	960	2218	30%	70%



From this it can be seen that the females are the highest proportion across the four equally sized quartiles.

Costs and Budget Summary

- There are no cost or budget implications.

Risk and Policy Implications

- There is a statutory obligation to publish gender pay gap information as detailed under the Equality Act regulations of 2017.
 - To not publish our Gender Pay Gap information would mean that we would be in breach of this statutory requirement.

Consultation

- Consultation is not required.

Background Papers	Place of Inspection
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8. None	None
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GENDER PAY GAP – ROCHDALE BOROUGH COUNCIL, 31ST MARCH 2020

Gender Pay Gap difference in hourly rate

Women's hourly rate is:

1.42% Higher (mean)	2.06% Higher (median)
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Gender Split within each Pay Quartile

Top quartile	
32%	68%
Men	Female
Upper middle quartile	
25%	75%
Men	Female
Lower middle quartile	
24%	76%
Men	Female
Lower quartile	
39%	61%
Men	Female

Not applicable to Rochdale Borough Council

Bonus Pay – 31/03/20

Women's bonus pay is;	
0% Lower (mean)	0% Lower (median)
Who received bonus pay;	
0% Of men	0% Of women

Calculation Methodology

1) Identification of Full Pay Relevant Employees (FPRE)

The table below shows full pay relevant employees as per the GPG definition. It excludes:-

- Schools
- External/Agency Workers
- 64 employees who were on less than their full pay due to maternity leave, sick leave etc.

It includes 491 casual/seasonal workers who were employed on the snapshot reporting date.

Gender	Count	Full-Time	Part-Time
Female	2218	1300	918
Male	960	787	173
Total	3178	2087 (66%)	1091 (34%)

2) Calculation of ordinary pay

Ordinary pay is basic pay; allowances; pay for leave. This doesn't include overtime; redundancy; pay in lieu of notice.

The sum used was the amount paid before deductions at source (such as deductions for tax, NI, pension and salary sacrifice schemes).

3) Calculation of hourly rate of Pay

All amounts of ordinary pay paid to the employee during the relevant pay period was identified and any amount that would normally fall to be paid within a different pay period was excluded.

These have been added together, multiplied by 7 and divided by the number of days in the relevant pay period.

4) Calculation of Difference in the mean hourly rate of Pay

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees must be expressed as a percentage of the mean hourly rate of pay of male full pay relevant employees and was determined as follows:-

$$(A-B) \text{ divided by } A \text{ multiplied by } 100$$

Where:-

A= Mean hourly rate of pay of all male full pay relevant employees, and
B = the mean hourly rate of pay of all female full pay relevant employees

5) Calculation of Difference in the median hourly rate of pay

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees must be expressed as a percentage of the median pay of male full pay relevant employees and was determined as follows:-

$$(A-B) \text{ divided by } A \text{ multiplied by } 100$$

Where:-

A= Median hourly rate of pay of all male full pay relevant employees, and
B = the Median hourly rate of pay of all female full pay relevant employees

6) Proportion of male and female employees according to Quartile Pay Bands

The proportions of male and female full pay relevant employees in the lower; lower middle; upper middle; and upper quartile pay bands have been determined as follows:-

The hourly rate of pay for each full pay relevant employee was determined.

Those employees were then ranked in order from lowest to highest paid.

The ranked employees were divided into 4 sections each comprising of an equal number of employees, to determine the lower middle, upper middle, and upper quartile bands.

The proportion of male full pay relevant employees within each quartile pay band must be expressed as a percentage of the full pay relevant employees within that band and was calculated as follows:-

$$A \text{ divided by } B \text{ multiplied by } 100$$

Where:-

A = number of male full pay relevant employees in a quartile pay band, and
B= number of full pay relevant employees in that quartile pay band

The proportion of female full pay relevant employees within each quartile pay band must be expressed as a percentage of the full pay relevant employees within that band and was calculated as follows:-

A divided by B multiplied by 100

Where:-

A = number of female full pay relevant employees in a quartile pay band, and

B= number of full pay relevant employees in that quartile pay band