

Rushmoor Borough Council Gender Pay Gap Report 2019 -

Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires employers with 250 or more employees to publish statutory gender pay gap calculations annually. This includes the following:

- Gender pay gap (mean and median values)
- Gender bonus gap (mean and median values)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

The Council is required to publish this data on its website and the governments dedicated page for Gender Pay Gap reporting - <https://gender-pay-gap.service.gov.uk>. The report must be published by 31 March 2020.

The legislation requires the organisation to choose a 'snapshot' data and base the Gender Pay Report on all relevant employees employed at that date. Rushmoor Borough Councils Gender Pay Gap is based on analysis of data as at 31st March 2019.

Using a common calculation formula, organisations can determine whether there is a difference in pay for its male employees when considered against its female employees. The calculation takes account of all allowances paid to staff as recommended under the regulations, but excludes all overtime pay, whether at flat or enhanced rates.

This exercise provides organisations with an opportunity to consider whether they have a gap in the average pay rates for male and female employees and allows the organisation to consider how that has occurred and to action plan to address this if need be. The difference between the pay rates for male and female employees is referred to as the 'Gender Pay Gap'.

Rushmoor Data

Based on the data snapshot date of 31st March 2019, there were 288 permanent employees and 54 casual employees included in the data. Therefore, the total number of 342 records were used for the data source.

The gender breakdown of Rushmoor's workforce is 212 female employees (62%) and 130 male employees (38%).

Average Pay Calculations:

The average female hourly rate is £15.38 per hour. The average male hourly rate is £17.50 per hour. This means that on average male employees within Rushmoor Borough Council earn £2.12 per hour more than female employees.

The common calculation method that is used to calculate Gender Pay Gap is as follows:

$$\frac{(\text{£highest rate}) - (\text{£lowest rate})}{\text{£highest rate}} \times 100 = \text{Gender Pay Gap \%}$$

For Rushmoor Borough Council the following applies:

$$\frac{\text{£17.50 (male average)} - \text{£15.38 (female average)}}{\text{£17.50}} \times 100 = 12\% \text{ difference between male salaries \& female salaries}$$

This equates to a **12%** difference (or 'gap') in pay rates, with the female average salary being lower than the male average salary.

Comparison with 2018 data:

In 2018, the average female hourly rate was £15.51 per hour and the average male hourly rate was £16.78 per hour.

This equated to a percentage difference of 8%, with the average female salary being lower than the male average salary.

We can therefore see that average hourly rates for males has increased, while the average rate for females has decreased.

Median Pay Calculations:

The female median hourly rate is £15.09 per hour.

The male median hourly rate is also £16.28 per hour.

Using the above method, the difference in mean wages is:

$$\text{£16.28} - \text{£15.09} = \text{£1.19}$$

$$\text{£16.28} \times 100 = 7 \%$$

Comparison with 2018 data:

In 2018, the median female hourly rate was £15.95 per hour and the median male hourly rate was also £15.95. This year we see an increase in the male figure, and a decrease in the female figure.

Distribution of male & female employees within Rushmoor Borough Council across 4 quartiles:

	Total Count	Female Actual	Male Actual	Female %	Male %
Quartile 1 – Lower	85	55	30	65% <i>(60%)</i>	35% <i>(40%)</i>
Quartile 2 - Mid Lower	86	57	29	66% <i>(63%)</i>	34% <i>(37%)</i>
Quartile 3 - Mid Upper	87	57	30	66% <i>(74%)</i>	34% <i>(26%)</i>
Quartile – Upper	84	43	41	51% <i>(48%)</i>	49% <i>(52%)</i>
Total Workforce	342	212	130	62% <i>(60%)</i>	38% <i>(40%)</i>

*(*figures shown in blue italics are the % figures for 2018 to enable easier comparison).*

Additional information:

- The 'gap' or difference in pay rates when compared across the data range is 12% for the average pay rate and 7% for the median pay rate. Both represent an increase in the gaps during the last reporting period, with males continuing to be the higher paid gender within Rushmoor Borough Council.
- The gap is higher for the average pay rate than for the median pay rate. This is as a consequence of the gender distribution at the top 10% of the organisation - 26% female and 74% male.

- Although the percentage of females in the upper quartile increased from 2018 (from 48% to 51), the proportion of females employed in this quartile continues to remain disproportionate to the overall gender breakdown of the organisation (62% female, 38% male).
- Rushmoor has a higher proportion of part-time female employee than male part time employees. Whilst full-time and part-time employees are paid equitable hourly rates for the comparable jobs, a higher proportion of part time roles are in lower graded posts.

Bonus Pay:

Rushmoor Borough Council does not have payments such as performance related pay, one off incentive payments for recruitment and retention or monetary payments for long service awards, therefore within the guidelines for Gender Pay Gap reporting there are no payments within the “bonus” categorisation.

No bonuses were paid in Rushmoor Borough Council during this period, so there is no pay gap to report in relation to bonus payments.

Actions to promote Gender Pay Equality:

The proportions of males and females employed in the first three quartiles is reflective of the proportion of males and females in the organisation (the ratios are approximately 2:1, female to male)

However, in the upper quartile, the gender balance is roughly 50/50, and in the top 10% of the organisation, males are employed in approximately three-quarters of roles. The gender balance increased following the restructuring and recruitment of Heads of Service in 2018.

It is this relative gender imbalance at the higher end of the organisation that accounts for the gender pay gap, and will therefore be the focus of the actions, as follows:

- The Council has already introduced a Leadership Development programme and, to date, 76% of the delegates are female - this high level of participation will continue to be encouraged.
- The Council will continue to develop a systematic approach to career development and learning and development, widening the range of opportunities and monitoring take up to ensure they are inclusive and accessible to all.
- The Council will encourage a culture where flexible working applies at all levels in the organisation and encourage managers to promote flexible working when filling vacancies.

- The Council will continue to develop its recruitment practices, evaluating techniques and best practice to encourage a broad approach to recruitment and selection campaigns.
- The Council will develop its recruitment analytics, to provide data on recruitment activity that will facilitate evidence-based improvements to practices and processes.

The above actions will be incorporated into the People Strategy & action plan for the organisation.

Questions or comments:

Should you have any questions or comments about the content of this report you should direct those via email to HR@rushmoor.gov.uk.