



Royal Borough of Kingston

Gender Pay Gap Report

31 March 2017

Introduction

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what on average, men earn and what, on average, women earn (gender gap).

The Gender Pay Gap information Regulations require public sector organisations with 250 or more employees to publish their gender pay gap data on the snapshot date of 31 March 2017.

Measuring the Gender Pay Gap

Organisations are required to measure their gender pay gap in several different ways. The measures used are consistent with those being used to report on the gender pay gap at national level.

The gender pay gap measures being used are:

- Mean
- Median
- Quartile pay bands
- Bonus pay measure - not applicable

Each of the measures gives a slightly different perspective on the gender pay gap, however each measure is more meaningful if read alongside the others and in the context of an organisation's overall HR and payroll policies and practices.

In terms of the gender pay gap, a positive pay gap indicates that men are paid more whilst a negative pay gap indicates women are paid more.

- A positive percentage figure reveals that typically or overall, female employees have lower pay or bonuses than male employees.
- A negative percentage figure reveals that typically or overall, male employees have lower pay or bonuses than female employees.
- A zero percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

Source : http://m.acas.org.uk/media/pdf/m/4/Managing_gender_pay_reporting_04_12_17.pdf

Benchmarking

In the UK there is an estimated gender pay gap of 18.1% in favour of men, and if left alone this gap would take over a century to close. The gender pay gap is the difference in average earnings between men and woman. Equal pay, on the other hand, is paying men and women the same amount to do the same job and has been a legal requirement since 1970.

Scope

This data is based on all council employees (excluding school based staff) who were employed on 31st March 2017 and casuals paid during this month. For calculation purposes, only full-pay relevant

employees are included.

A full-pay relevant employee is an employee who is paid their full usual pay during the pay period on snapshot date i.e. 31st March 2017. If the employee is paid less than their usual rate because of being on leave for that period, they are not counted as a full-pay relevant employee.

For example : If an employee is on any kind of leave and not being paid their full usual amount in the pay period for reasons such as Statutory Sick Pay or Statutory Maternity Pay then they are not full-pay relevant employees.

Royal Borough of Kingston Gender Pay Gap Reporting Data



At 31 March 2017, Royal Borough of Kingston's overall workforce split was 64% women and 36% men.

	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)
Mean hourly rate	4.7%
Median hourly rate	5.2%

Mean

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The mean is calculated by sum of all hourly rates divided by headcount of employees (men or women).

By taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation – this is particularly useful as women are often over-represented at the low earning extreme and men are over-represented at the high earning extreme.

Source : <https://www.gov.uk/government/news/view-gender-pay-gap-information>

As of March 2017, the Councils mean pay gap is **4.7%** which means the gap is slightly in favour of men. For every £100 earned by a man a woman would earn £95.30. This compares favourably with the rest of the UK estimate of 18%, but does show that there is still potentially some room for improvement.

Whilst the organisation is female led, and the majority of staff (64%) are women, there is an increased proportion of males in the upper pay quartile of the organisation (40%) when compared to the male representation in the whole workforce (34%). One of the departments where there are notably more males in senior roles is ICT where the gender split in the upper quartile for senior ICT roles is 67% male and 33% female. One of the contributing factors to the mean pay gap for the organisation is that the gender pay split in the most senior pay grades of the council (Chief Officer/equivalent and higher) is 59% men and 41% women which would indicate men are more highly represented at the highest salary levels. At the very lowest salary levels the gender split is 64% female and 36% male which mirrors the gender profile of the whole workforce.

Median

The difference between the median hourly rate of pay of male full-pay relevant employees and the median hourly rate of pay of female full-pay relevant employees.

The median is the middle figure and by identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.

Source : <https://www.gov.uk/government/news/view-gender-pay-gap-information>

As of March 2017, the Council has a median pay gap of 5.2% which means it is slightly favourable for men. For every £100 earned by a man a women would earn £94.80.

The median pay figure for women falls in the lower middle pay quartile and the median pay figure for men falls in the upper middle pay quartile for Royal Borough of Kingston. Since the major concentration of women is in the lower middle quartile this leads to a small gap in the median figure which is in favour of men. When related to the main council payscales, the median rate for women is two points lower on the salary payscale than the median rate for men within the same pay grade.

Quartiles

The below chart illustrates the gender distribution across Royal Borough of Kingston in four equally sized quartiles based on hourly pay rates, with the lower quartile including the lowest-paid 25% of employees and the upper quartile covering the highest-paid 25% of employees.

	Lower Quartile*		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
	%	Headcount	%	Headcount	%	Headcount	%	Headcount
Men	37%	119	27%	87	38%	120	40%	127
Women	63%	199	73%	231	62%	198	60%	190

[*Quartile pay bands - the proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands. All full-pay relevant employees are divided into 4 quartiles).

At Royal Borough of Kingston there is a high concentration of women in the lower middle quartile (73%), and the proportion of men increases in the upper quartile compared to women (see above).

The overall workforce split is 64% women and 36% men, in the upper quartile the gender split is 60% women and 40% men which is a slightly higher proportion of men in this quartile when compared to the overall workforce composition.

The quartile data indicates that there is most gender disparity in the lower middle quartile. This disparity is mainly due to workforce composition of men and women in specific roles. Further analysis of the data outlines that the lower middle quartile contains a high proportion of females in positions such as Support Coordinators working in Adult Social Care, Business and Finance Support Officers and Human Resources Advisers.

Bonus pay reporting

Royal Borough of Kingston does not pay bonuses. Therefore this element of the pay gap reporting does not apply to the council.

Why does a gender pay gap arise?

There's no one reason behind the gender pay gap - it's a complex issue. Caring responsibilities can play a big part. Women often care for young children or elderly relatives. This means women are more likely to work in part-time roles, which can be lower paid or have fewer opportunities for progression.

What is the council doing to close the gap?

The Council understands that as a public body, community leader, a service provider, a major employer and a commissioner of goods and services, it has a clear social and statutory responsibility to prevent discrimination and advance equality.

Royal Borough of Kingston are committed to addressing diversity and are approaching this with a number of initiatives. Whilst Royal Borough of Kingston's results fair better than average in the UK the council aims to reduce the gender pay gap year on year. The council's gender pay gap of 4.7% shows only a snapshot of 31 March 2017.

There is already much Royal Borough of Kingston does as a council to ensure a fair approach for everyone, which in turn should help close the gender pay gap over time.

Recruitment stage

- Royal Borough of Kingston want to ensure a fair approach for all through all stages of the internal and external recruitment, and the structured recruitment process helps ensure decisions are unbiased.
- Royal Borough of Kingston are exploring piloting a new unconscious bias workshop for managers and recruiters.
- Royal Borough of Kingston have changed the recruiting focus from technical skills to culture styles ensuring the council are recruiting staff who understand and can contribute to becoming a constructive and enabling council.

Employment stage

- Royal Borough of Kingston is committed to continuing to build an inclusive culture and an agile and flexible working environment for our workforce.

- The Staff Equalities Forum, chaired by the Chief Executive and attended by Equalities Champions from across the organisation and the voluntary sector meet quarterly and staff network groups continue to build awareness of the needs of all, ensuring we treat others fairly and respectfully.
- Royal Borough of Kingston has made some encouraging steps forward to improve the organisations approach to flexible working, giving staff the ability to achieve a good work life balance and digital efficiency programmes are enabling people to work in an agile way. The council is reviewing its policies to support a Better Working philosophy so it becomes an important part of our culture.
- The Direction of Travel change programme has resulted in new appointments to the councils senior leadership team and has resulted in a positive move towards a gender balanced board. The organisation is female led but 18 months ago we had a senior leadership team male to female ratio of 3:1. By end of May 2018 the senior leadership team will have an equal gender split of 50:50, (exceeding Lord Davis' aim of 33% women on boards by 2020). Our Corporate Leadership group is also very evenly balanced with 25:28 Male:Female ratio and the council is committed to ensuring a strong pipeline of women developing internally to this level.

Plans for the future

- The council is exploring implementation of a mentoring programme providing one-on-one coaching to prepare women for senior roles, and delivering leadership workshops for line managers of women at mid to senior manager levels.
- In order to promote equality extending beyond gender, Royal Borough of Kingston will be focusing on improving workforce diversity monitoring across the council by reviewing self declaration categorisation and driving to increase our staff response rates.
- To work with the leadership team of departments where gender balance is more challenging.
- Royal Borough of Kingston will continue to annually publish our gender pay figures.

Whilst these figures highlight the issues that continue to surround gender, as a organisation Royal Borough of Kingston is committed to an inclusive and diverse culture. This information reassures us that the council is working hard to promote equality across the council, but highlights there is always more that can be done as an organisation and as individuals. All council staff can play a role in challenging the status quo. The council will continue to embed a fair approach that goes beyond gender, and covers other equalities issues such as disability, ethnicity, sexual orientation and those with caring responsibilities.

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