

Gender Pay Gap Report



THE ROYAL BOROUGH OF
KINGSTON
UPON THAMES



March 2018

What is gender pay gap?

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 organisations with 250 or more employees to publish their gender pay gap data on the snapshot date of 31 March 2018.

How do we measure 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

Who are included in Kingston Gender Pay Gap report

This data is based on all council employees (excluding school based staff) who were employed on 31st March 2018 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 2018. 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's
overall workforce split as at
31 March 2018*



Mean pay gap

Mean pay gap is calculated by subtracting average hourly rate of women from average hourly rate of men. This difference is then divided by average hourly rate of men.

Mean pay gap as at 2018 was
3.8%

average
average

As of March 2018, the Council's mean pay gap is **3.8%** which means the gap is slightly in favour of men. For every £100 earned by a man a woman would earn £96.20.

There is an improvement compared to 2017.



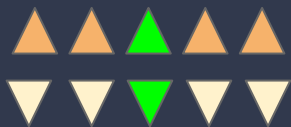
This compares favourably compared to the previous year, but does show that there is still potentially some room for improvement. Over the last year a number of Tupe transfers out of the organisation have reduced the number of female employees in the lower pay quartiles, in addition to some male employees in the upper quartiles.

Whilst the majority of staff (64%) are women, there is an increased proportion of males in the upper pay quartile of the organisation (42%) when compared to the male representation in the whole workforce (34%).

Median pay gap

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.



Median pay gap as at 2018

was **4.76%**

As of March 2018, the Councils median pay gap is **4.76%** which means the gap is slightly in favour of men. For every £100 earned by a man a woman would earn £95.24.



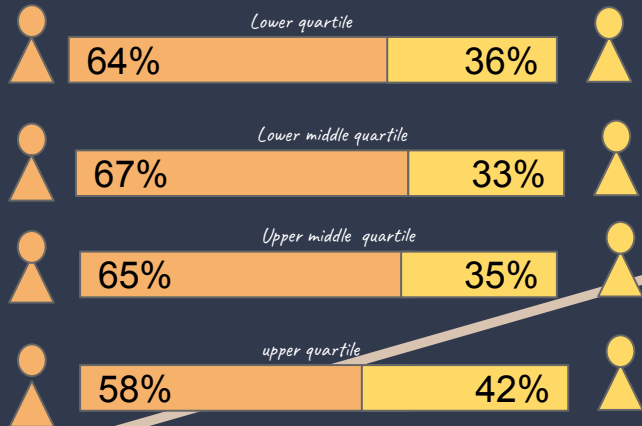
There is a marginal improvement compared to previous year, but does show that there is still potentially some room for improvement.

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.

When related to the main council payscales, the median rate for women is four points lower on the salary payscale than the median rate for men within the same pay grade.

Split by Pay Quartiles

The numbers below 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.



 Female

 Male

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 (64%), 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 58% women and 42% 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..

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.

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.

What are we 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 2018.

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.

What are we doing ?

Plans for the future

- We have a new Diversity and Inclusion (D&I) work plan in place to re-establish D&I in RBK.
- We are setting targets for women and other equalities groups in the workforce to improve representation at senior levels, equivalent to their representation in the wider workforce.
- We have successfully reviewed our policies and intranet pages to support agile working so it becomes an important part of our culture change.
- Our in-house coaching and mentoring programmes will be used to support women to prepare for senior roles.
- In March 2019 RBK launched a Women's Network as part of our annual International Women's Day celebrations. We will be working towards scoping and establishing this network with staff over the coming months together with a re-launch of 5 other networks: LGBT, Youth, Carers, BAME, Disability Enablement. The networks will be run by staff and for staff, providing a trusted space and a supportive network to develop new skills and an opportunity to contribute and influence RBK's equality agenda. Each network will be '+ allies' ensuring our networks are fully inclusive meaning staff do not have to associate with a particular group to get involved. Each network will have a senior manager and Member sponsor to ensure open two way communication