

Gender Pay Gap Report



THE ROYAL BOROUGH OF
KINGSTON
UPON THAMES



March 2019

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 public sector organisations with 250 or more employees to publish their gender pay gap data on the snapshot date of 31 March 2019.

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 2019 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 2019. 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 2019*



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 2019 was
2.96%

average

As of March 2019, the Councils mean pay gap is **2.96%** which means the gap is slightly in favour of men. For every £100 earned by a man a woman would earn £97.04.

There is an improvement compared to 2018.



This compares favourably to the previous year, but does show that there is still potentially some room for improvement.

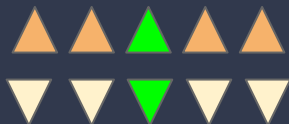
Workforce structure changes will have been one of the contributing factors to this improvement together with actions taken as part of our Diversity and Inclusion Strategy.

Our gender workforce split is majority women (61%). There is an increased proportion of males in the upper pay quartile of the organisation (48%) when compared to the male representation in the whole workforce (39%) which helps explain our positive 2.96% figure.

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 2019
was **0%**

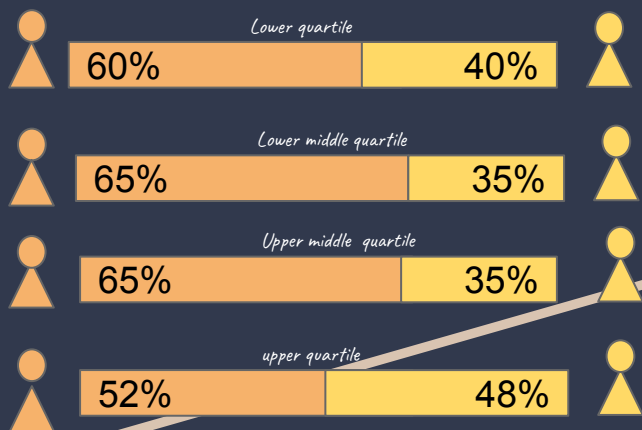
As of March 2019, the Councils median pay gap is **0%** which means there is no gap between the pay of typical male and female employees or completely equal pay overall.



There is nearly a 5% improvement compared to last year and shows that the majority of men and women fall in the same middle pay range.

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 and upper middle quartile (64%), and the proportion of men increases in the upper quartile compared to women. The overall workforce split is 61% women and 39% men, in the upper quartile the gender split is 52% women and 48% 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 and upper 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 and upper middle quartile contains a high proportion of females in positions such as Support Coordinators working in Support Officers and Human Resources Advisers for example.

Why does a gender pay gap arise



There's no one reason behind the gender pay gap - it's a complex issue. External factors such as how certain jobs are perceived by society, schools careers advice, the proportions of male / female apprentices in the supply chain, and the availability of child / elder care can play a part. Women often care for young children or elderly relatives. This may mean women are more likely to work in part-time roles, which can be lower paid or have fewer opportunities for progression.

Internal factors could be the provision of flexible working schemes, promotion selection criteria etc can influence the magnitude of pay gaps

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 median gender pay gap of 0% is worth celebrating but we still have some room for improvement to reduce the mean gap of 2.96%.

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



Recruitment stage

- Royal Borough of Kingston wants to ensure a fair approach for all through each stage of the internal and external recruitment process, helping ensure decisions are unbiased.
- Royal Borough of Kingston have changed the recruiting focus from technical skills to more of a focus on the culture, and the values and behaviours expected of and by our staff. This ensure the Council are recruiting staff who understand and can contribute to becoming a supportive, transparent, appreciative and respectful 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 giving staff the ability to achieve a positive work life balance. Our digital efficiency programmes are enabling people to work in this agile way.
- We now have a Women's Staff Network Group which is actively promoting membership and awareness through events such as International Women's Day in March 2020. The group provides a network for women and allies to support each other, explore new ideas to improve the employee experience at RBK and hear from various guest speakers. Members help drive the D&I agenda
- The Council has five other staff networks open to all members of staff (+allies) focused on supporting diversity within the council and strengthening the employee voice
- 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.
- At March 2019 we have 60% male and 40% female representation on the Senior Leadership Team (exceeding Lord Davis' aim of 33% women on boards by 2020). Our Corporate Leadership group is also very evenly balanced with 20:29 Male:Female ratio and the council is committed to ensuring a strong pipeline of women developing internally to this level.
- In order to promote equality extending beyond gender, Royal Borough of Kingston has focussed on improving workforce diversity monitoring across the council by reviewing self declaration categorisation and driving to increase our staff response rates.

Other actions we are taking?

Plans for the future

- Enabling agile and flexible working
- Supporting our inclusive Staff Networks
- Continuing to review Maternity, paternity & shared parental leave
- Annually publish our gender pay figures and monitor the areas with gaps
- Reporting annually on our Equalities data and driving to improve completion rates
- Improved offer of wellbeing and counselling support
- Creating a Menopause Policy with help from staff
- The council is exploring implementation of a pilot mentoring programme providing one-on-one coaching for our Women's staff network.
- To work with the leadership team of departments where there is more of a gender imbalance.
- Provide training to empower our colleagues to take action when they hear or see behaviours that are inconsistent with our values and respect for the individual.

Whilst these figures highlight the issues that continue to surround gender, the Royal Borough of Kingston Upon Thames 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.