

READING BOROUGH COUNCIL
GENDER PAY GAP REPORT FOR 2019

1 PURPOSE OF THE REPORT

- 1.1 From April 2017, under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.
- 1.2 To make the calculations, data must be gathered from the Council's payroll from a specific date each year. This specific date is called the 'snapshot date', which is 31 March for public sector organisations.
- 1.3 The calculations must be published on the Council's website and the Government Equalities Office website by 30 March 2020. This report sets out the figures that will need to be published and an analysis of the information.

2 INTRODUCTION AND BACKGROUND

- 2.1 The information that is required for publication is:

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees (FPREs) and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median gender pay gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
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.

- 2.2 For the purpose of this report, the workforce profile as at the 'snapshot date' date of 31 March 2019 was 1838 full-pay relevant employees (FPREs), which is made up by 1116 (60.7%) women and 722 (39.3%) men.
- 2.3 For the first time since gender pay gap reporting began in 2017, the Council's data excludes the children's services workforce which transferred to Brighter Futures for Children (BFfC) on 1 December 2018 (i.e. before the snapshot date of 31 March 2019). BFfC are now required to report their gender pay gap separately. BFfC's workforce is predominantly female (86%) which accounts for the lower proportion of women in the Council's workforce on 31 March 2019 (60.7%) compared to 31 March 2018 (65.9%).
- 2.4 In accordance with [Government's guidance](#), data for school staff is not included in this report.
- 2.4 The figures in this report have been calculated in accordance with the Government's guidance by the Data Team in HR and Organisational Development. The highlighted figures in each table are those that will require publication.

Table 1 - Mean and median gender pay gap

	Men	Women	Women's earnings are:
Mean Hourly Rate	£15.55	£14.78	4.99% lower
Median Hourly Rate	£13.90	£13.20	5.05% lower

Table 2 - Mean and median gender pay gap in bonus payments

	Men	Women	Women's bonuses are:
Mean amount of bonus	£906.64	£966.67	6.6% higher
Median amount of bonus	£1000.00	£1,000.00	0.0% higher

Table 3 - Proportion of men and women who received a bonus

	Men		Women	
FPREs Total	722		1116	
Proportion of all those receiving a bonus	11	1.5%	15	1.3%

3 ANALYSIS

- 3.1 **Table 1** shows that the Council's mean (4.99%) and median (5.05%) gender pay gap compares favourably with the national average gender pay gap figure of 17.3% for 2019 (which is down from 17.8% in 2018).
- 3.2 **Tables 2 and 3** reflect a small group of employees who received their "bonuses" in the relevant period. The Council does not have provision for the payment of bonuses within its terms and conditions. However, long service awards in the form of money meet the government's definition of "bonus" for this report.
- 3.3 Long service awards at the Council are in recognition of achieving 20 years' continuous service. The Council is currently running two long service award schemes with varying cash values:
- 3.3.1 A one-off money award of £1,000 for those achieving long service with either the Council or a combination of the Council and Berkshire County Council, with the provision for employees to "trade in" all or part of the award for additional days' leave, currently at the rate of £100 per day; or;
- 3.3.2 £573 plus double leave for achieving 20 years' service for employees appointed by the Council before 1 April 1999.
- 3.4 2 of the 11 men received the lower cash value compared to 14 of the 15 women. This has, as a result, translated into a pay gap in favour of women, as shown in **Table 2**.
- 3.5 Based on how the gender pay gap is calculated, although the gap is small, it still exists within the Council as its workforce is predominantly women (60.7%). There are more women than men at every pay quartile, yet over half of women are in the lower and lower middle pay quartiles (see **Figures 1 and 2** below).
- 3.6 **Figure 3** illustrates the breakdown of men and women in each pay band. Pay band RG3 has the greatest proportion of women (69.21%), which is higher than the overall proportion of women employed at the Council (60.7%). Job roles that fall into this pay band are primarily Library Workers, Receptionists at Leisure Centres and Care Assistant roles. 76% of the women in this pay band are part-time. The data for RG1 shows that 100% of the people in the grade are women but this is actually only one person.

- 3.7 The Chattered Institute of Personnel and Development (CIPD)¹ finds that there are a number of barriers that could hinder women achieving senior positions, e.g. caring responsibilities, full time working being the existing norm for senior roles, career break etc.
- 3.8 Despite the CIPD's findings, the Council has a good balance of men and women at senior management level. Of the employees paid on Reading Senior Managers grades, i.e. earnings above £52,246 per annum, 44.44% are women.

Figure 1 - Proportion of men and women in each pay quartile

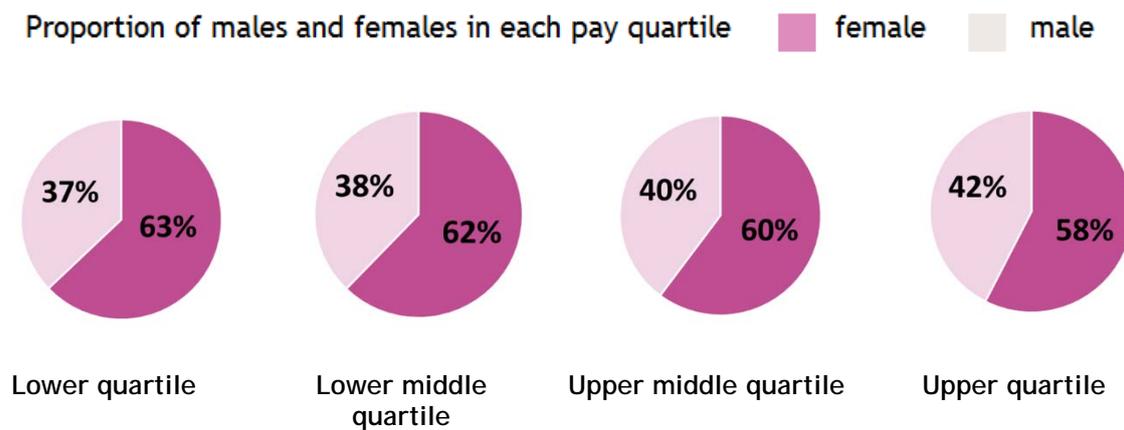
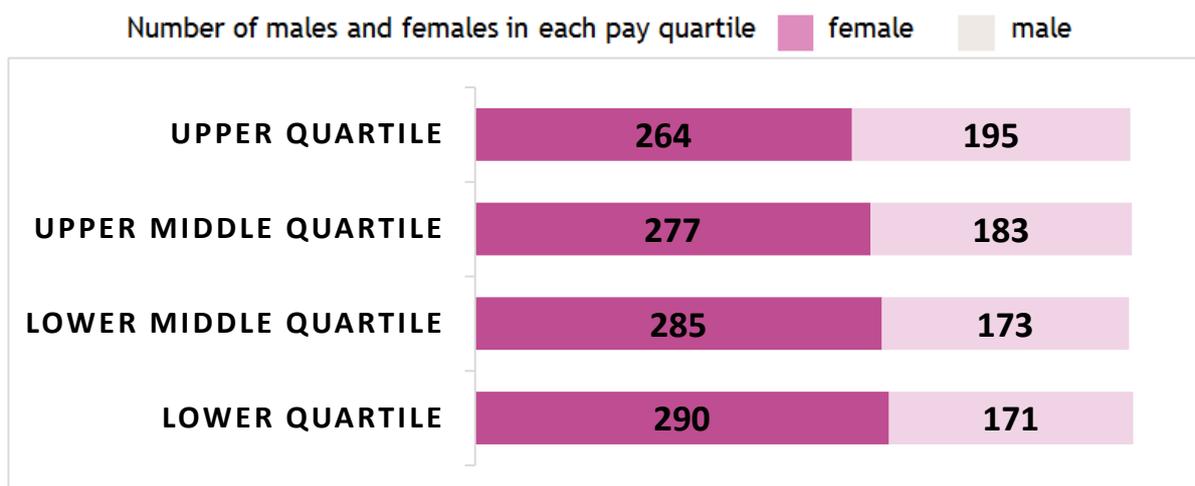
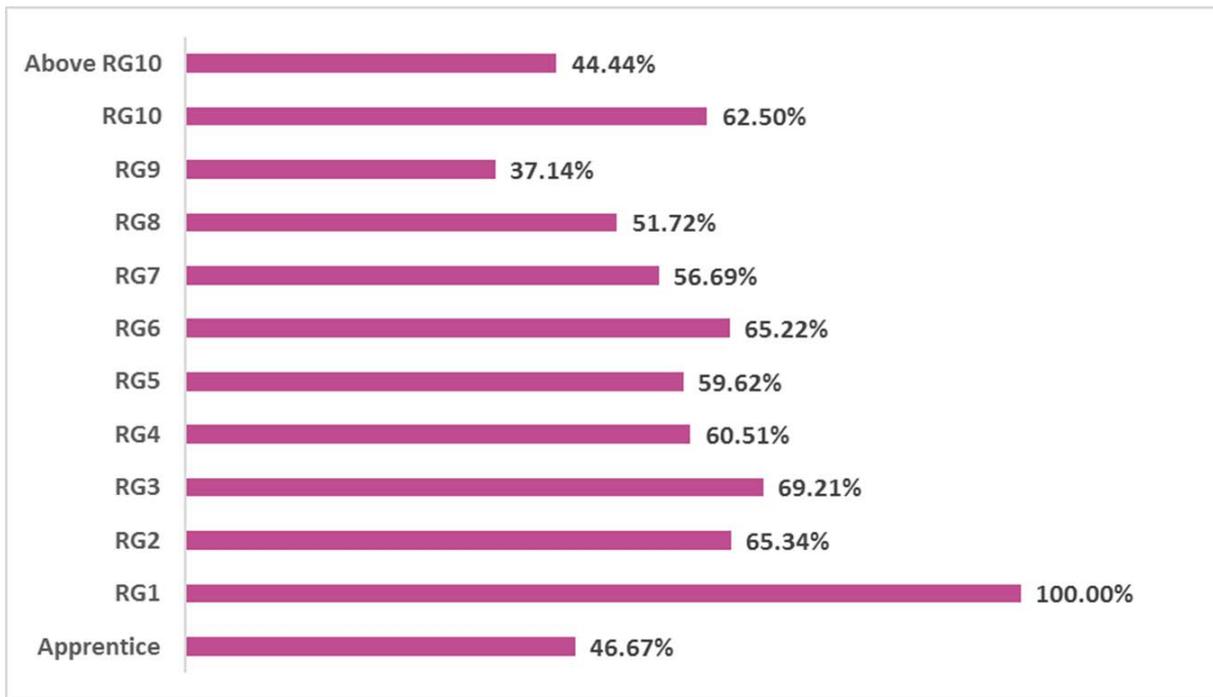


Figure 2 - Number of men and women in each pay quartile



¹ CIPD, *Why are there so few women at the top*, 2016, https://www.cipd.co.uk/Images/why-are-there-so-many-women-at-the-top_2016-april_tcm18-14006.pdf

Figure 3 - Proportion of women in each pay band as at 31 March 2018



4 CONCLUSIONS

4.1 The small gender pay gap at the Council, which is much lower than the national average, is the result of the long-term effort that the Council has invested to ensure fair pay for all staff, including:

- Promotion of the Council's low gender pay gap in 2018 through videos of the Leader and Assistant Director of HR and Organisational Development posted on the Council's social media channels.
- Implemented a new, consistent pay structure in May 2011 as a result of a pay review exercise starting in 2009.
- Having a clear policy of paying employees equally for the same or equivalent work, regardless of gender.
- Having an objective job evaluation scheme (GAUGE) to ensure pay fairness.
- Formal authorisation process for any changes in pay, including accelerated increments, market supplements and pay at starting appointments.
- Extended the right to request flexible working to all staff in 2010, 4 years before the Government changed the law.

- Promoting and supporting a number of flexible working policies for all employees within the Council, irrespective of gender, including job share, part time working and term time working. In some areas there is also flexibility to work from different locations.
- Enhanced Shared Parental Pay to mirror contractual Maternity Pay.
- Became an accredited “Living Wage Employer” in 2014 paying the Living Wage set by the Living Wage Foundation as a minimum to all employees at the lower level of the pay structure;

5 ACTION PLAN/RECOMMENDATIONS

- 5.1 Continue to promote the benefits of flexible working practices to employees and managers. In addition, the Council will monitor the take-up of flexible working arrangements by gender and level within the organisation.
- 5.2 Promote the benefits of working for the Council both internally and externally, such as apprenticeship opportunities, flexible working arrangements, diversity commitments etc.
- 5.3 Continue to require recruiting managers to attend the Council’s recruitment and selection training which highlights the issue of unconscious bias during recruitment and interview processes.
- 5.4 Continue to ensure that recruiting managers use structured interviews as this is more effective at guarding against unconscious bias by ensuring that all candidates are asked the same questions and are assessed using pre-specified, standardised criteria.
- 5.5 Increase awareness about apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to progress their career. A new post of Apprenticeship Officer has been created within the HR and Organisational Development team to support this, with the new postholder joining in January 2020.