

Royal Borough Windsor & Maidenhead

Gender pay gap

March 2018

“Building a borough for everyone – where residents and businesses grow, with opportunities for all”

Our vision is underpinned by six priorities:

Healthy, skilled and independent residents

Growing economy, affordable housing

Safe and vibrant communities

Attractive and well-connected borough

An excellent customer experience

Well-managed resources delivering value for money

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Frequently used acronyms

FTE Full time equivalent

1 INTRODUCTION

- 1.1 Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, public sector employers with 250 or more employees are required to publish statutory gender pay gap indicators every year. This is the first year of publication and the data is a snap shot of the workforce as at 31 March 2017 and must be published by 30 March 2018. The data will be updated annually.
- 1.2 For the council this excludes schools, who are required to publish their own data where their workforce exceeds 250. None of the council's schools meet this requirement.
- 1.3 The gender pay gap is not about equal pay for men and women. The council pays men and women on the same grade based on their job role being assessed as being of equal value. We do this via a job evaluation scheme. The gender pay gap compares the hourly pay of all men and all women in the council.
- 1.4 Reasons for the size of the gap vary between organisations, but generally they can be accounted for on the basis that:
- Men tend to hold more senior positions.
 - Women tend to work part time and part time work tends to be more prevalent at lower levels in organisations.
 - Women tend to take career breaks, which can impact on their progression or later career choices.
 - More women tend to use salary sacrifice schemes for child care benefits.
 - Local authorities have a wide range of services and professions, however many of the lower paid functions tend to be dominated by women e.g. administration, care, customer services etc.
- 1.5 In calculating the council's gender pay gap data, we have applied the definitions and criteria set out in the regulations.

2 GENDER PAY GAP INDICATORS

- 2.1 RBWM is required to publish the following information:
- Median gender pay gap
 - Mean gender pay gap
 - Median bonus pay gap
 - Mean bonus pay gap
 - Proportion of males and females receiving a bonus payment
 - Proportion of males and females in each pay quartile.
- 2.2 To help understand the indicators, they are described below in Table 1.

Table 1: Indicators

Indicator	Description
Median gender pay gap	This is the difference between the middle value of the hourly rate for men (when ordered from lowest to highest) and the middle value for women, expressed as a percentage of the median hourly rate for men.

Indicator	Description
Mean gender pay gap	This is the difference between the average hourly rate for men and the average for women, expressed as a percentage of the average hourly rate for men.
Median bonus pay gap	This is the difference between the middle value of bonuses for men (when ordered from lowest to highest) and the middle value for women, expressed as a percentage of the median bonus for men.
Mean bonus pay gap	This is the difference between the average bonus for men and the average for women, expressed as a percentage of the average bonus for men.
Proportion of males and females receiving a bonus	This is the percentage of men and the percentage of women who received a bonus.
Proportion of males and females in each pay quartile	This is the percentage of men and women in each quartile (25%) of the pay structure. This is calculated by listing all the individual hourly rates, lowest to highest and dividing them into 4 equal groups called: upper, upper middle, lower middle and lower.

2.3 The council's mean and median gender pay gaps are shown in Table 2 and compared to the national and public sector figures from the ONS 2017 Annual Earnings and Hours Survey.

Table 2: RBWM mean and median gender pay gap compared to the national

Group	% gap mean	% gap median
The council	7.1	10.2
National - all employees	17.4	18.4
Public administration - all employees	10.9	17.7

2.4 This shows that the gender pay gaps at the council are significantly below the national and public sector pay gaps.

2.5 The gender pay gap for bonus payments are shown in Table 3 and Table 4 shows the proportion of men and women receiving bonus payments. The council's pay reward scheme provides for the payment of a lump sum linked to an employee's appraisal rating. It is this payment that has been classified as a bonus. The bonus calculation is based on actual payments, which means that they are affected by part time workers, who are mostly women. Therefore the figures have been adjusted to reflect full time equivalent payments and this shows that women received a higher mean bonus payment.

Table 3: Bonus gender pay gap

Indicator	Percentage gap - actual payments	Percentage gap - adjusted to fte
The mean bonus gender pay gap	8.1%	-4.3%
The median bonus gender pay gap	17.3%	0.0%

Table 4: Proportion of men and women receiving a bonus

Indicator	Female	Male
The proportion of males and females receiving a bonus payment	39.4%	40.4%

2.6 Table 5 sets out the proportion of men and women in each pay quartile.

Table 5: Pay quartiles

Indicator	Quartile	Female	Male
The proportion of males and females in each quartile pay band	Upper	63.8%	36.2%
	Upper middle	69.4%	30.6%
	Lower middle	71%	29%
	Lower	71.6%	28.4%

2.7 The explanations for the gender pay gaps at the council are broadly in line with the general reasons that apply to many organisations:

- Women dominate the lower pay roles.
- 42 percent of the workforce is part time and of those 87 percent are women.
- Women have on average one year's less service with the council.
- Of those who access the salary sacrifice schemes, just over 70 percent are women, which reduces their hourly rate.

3 ACTION TO REDUCE THE GENDER PAY GAP

3.1 The council already has in place policies that encourage women to join and remain with the council:

- Wide range of flexible working patterns including term time only.
- Range of family friendly benefits such as buying additional leave and salary sacrifice childcare voucher scheme.

3.2 The council's current gender pay gap is less than half that of the national figure, there is more that could be done to improve the opportunities for women at the council.

Over the next year the council will:

- Review the pay profile within the pay grades and dip sample to identify any pay inequalities.
- Undertake unconscious bias training for managers to raise awareness of gender issues
- Promote family friendly policies and evaluate the take up of those policies. Determine what action should be taken, if any, to further encourage the take up of these policies.
- Women and particularly those working part time, will be encouraged to participate in the 2018/19 management development programme.

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