

Royal Borough Windsor & Maidenhead

Gender pay gap

March 2019

“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 second year of publication and the data is a snap shot of the workforce as at 31 March 2018 and must be published by 30 March 2019. 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.
- 1.6 Since the production of the 2017 data, the council's workforce has changed significantly. The children's services and adult services workforce have been transferred to partner organisations, as well as some Highways functions and parking operations, resulting a halving of the directly employed workforce and changing the workforce gender profile. In 2017 the workforce profile was 74% female, and in 2018 this had reduced to 65%. Therefore any change to the results from 2017 to 2018 are most likely attributable to the changes in the workforce.

2 GENDER PAY GAP INDICATORS

- 2.1 RBWM is required to publish the following information:
 - Median gender pay gap
 - Mean gender pay gap

- Median performance pay gap
- Mean performance pay gap
- Proportion of males and females receiving a performance 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.
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 performance pay gap	This is the difference between the middle value of performance payment for men (when ordered from lowest to highest) and the middle value for women, expressed as a percentage of the median performance payment for men.
Mean performance pay gap	This is the difference between the average performance payment for men and the average for women, expressed as a percentage of the average performance payment for men.
Proportion of males and females receiving a performance payment	This is the percentage of men and the percentage of women who received a performance payment.
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 2018 Annual Earnings and Hours Survey.

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

Group	% gap mean 2018	% gap median 2018
The council	7.58	9.06
National - all employees	17.1	17.9
Public administration - all employees	17.5	19

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

2.5 Comparing the council with others in Berkshire

Table 3: Gender pay gap for Berkshire councils 2017

Council	Ranking	% mean gap	% median gap
Reading	88	2.2	3.8
Windsor and Maidenhead	162	7.1	10.2
Slough	253	12.5	12.5
Wokingham	278	14.7	28.5
Bracknell	290	16.3	23.3
West Berkshire	307	19.5	15.7

The data for 2018 will not be available until after 31 March 2019.

2.6 The gender pay gap for performance payments are shown in Table 4 and Table 5 shows the proportion of men and women receiving performance payments. This reflects a one off honorarium/instant reward payment for an exceptional piece of work. The calculation is based on actual payments, which means that they are affected by part time workers, who are mostly women. Therefore, the figures have also been adjusted to reflect full time equivalent (FTE) payments.

Table 4: Performance gender pay gap

Indicator	Percentage gap - actual payments 2018	Percentage gap - adjusted to FTE 2018
The mean performance gender pay gap	-12.45	-23.01
The median performance gender pay gap	0	0

Table 5: Proportion of men and women receiving a performance payment

Indicator	Female 2018	Male 2018
The proportion of males and females receiving a performance payment	5.79 %	9.39 %

Table 6 sets out the proportion of men and women in each pay quartile.

Table 6: Pay quartiles

Indicator	Quartile	Female 2018	Male 2018
The proportion of males and females in each quartile pay band	Upper	60.14	39.86
	Upper middle	60.14	39.86
	Lower middle	68.24	31.76
	Lower	67.79	32.21

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 are more prevalent within the lower paid roles.
- 35 percent of the workforce is part time and of those 82 percent are women.
- Women have on average one year's less service with the council.

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.
- Family friendly benefits such as buying additional leave.

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. In the first commentary published last year, the council said it would:

- 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.

3.3 We have:

- Reviewed the gender pay gap within pay grades, which may be considered a truer indicator of the difference in pay between men and women.
- This identified that for eight out of 13 grades, women are paid slightly more than men. Where there are pay gaps in favour of men four out of five are below the overall gender pay gap for the council.
- In looking at the pay gap for each grade, we have identified that women at the more senior grades have on average less service and are on average younger than men. This would account for the generally small differences in pay. And is a positive message as it suggests that women are obtaining more senior roles at a younger age and with fewer years' experience.
- We have provided unconscious bias training via our eLearning platform.
- We have promoted throughout the year the council's family friendly policies, 35 % of our workforce work part time and many others work other forms of flexible working. Our staff are regularly reminded about our flexible working policies.
- Due to significant changes in the organisation and a review of training provision, the management development programme for 2018/19 was deferred.

3.4 We will continue to

- Monitor gender pay by grade.
- Promote unconscious bias training.
- Promote family friendly policies.
- Promote the developed management development programme.

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