

Rushmoor Borough Council Gender Pay Gap Report 2022

Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires employers with 250 or more employees to publish statutory gender pay gap calculations annually. This includes the following:

- Gender pay gap (mean and median values)
- Gender bonus gap (mean and median values)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

The Council is required to publish this data on its website and the governments dedicated page for Gender Pay Gap reporting - <https://gender-pay-gap.service.gov.uk>. The report must be published by 30th March 2023.

The legislation requires the organisation to choose a 'snapshot' data and base the Gender Pay Report on all relevant employees employed at that date. Rushmoor Borough Councils Gender Pay Gap is based on analysis of data as at 31st March 2022.

Using a common calculation formula, organisations can determine whether there is a difference in pay for its male employees when considered against its female employees. The calculation takes account of all allowances paid to staff as recommended under the regulations, but excludes all overtime pay, whether at flat or enhanced rates.

This exercise provides organisations with an opportunity to consider whether they have a gap in the average pay rates for male and female employees and allows the organisation to consider how that has occurred and to action plan to address this if need be. The difference between the pay rates for male and female employees is referred to as the 'Gender Pay Gap'.

Rushmoor Data

Based on the data snapshot date of 31st March 2022, there were 242 permanent employees and 31 casual employees included in the data. Therefore, the total number of 273 records were used for the data source.

The gender breakdown of Rushmoor's workforce is 162 female employees (59.34%) and 111 male employees (40.66%).

Average Pay Calculations:

The average female hourly rate is £17.60 per hour. The average male hourly rate is £20.41 per hour. This means that on average male employees within Rushmoor Borough Council earn £2.81 per hour more than female employees.

The common calculation method that is used to calculate Gender Pay Gap is as follows:

$$\frac{(\text{£highest rate}) - (\text{£lowest rate})}{\text{£highest rate}} \times 100 = \text{Gender Pay Gap \%}$$

For Rushmoor Borough Council the following applies:

$$\frac{\text{£20.41 (male average)} - \text{£17.60 (female average)}}{\text{£20.41}} \times 100 = 13.8\% \text{ difference between male salaries and female salaries}$$

This equates to a 13.8% difference (or 'gap') in pay rates, with the female average salary being lower than the male average salary.

Comparison with 2021 data:

In 2021, the average female hourly rate was £16.96 per hour and the average male hourly rate was £19.21 per hour.

This equated to a percentage difference of 11.7%, with the average female salary being lower than the male average salary.

We can therefore see the difference / gap has increased from the previous year.

Median Pay Calculations:

The female median hourly rate is £17.34 per hour.

The male median hourly rate is also £19.46 per hour.

Using the above method, the difference in median wages is:

$$\text{£19.46} - \text{£17.34} = \text{£2.12}$$

$$\text{£19.46} \times 100 = 10.9 \%$$

Comparison with 2021 data:

In 2021, the median female hourly rate was £15.22 per hour and the median male hourly rate was also £17.15. This year we see an increase in both of these figures. The gap has decreased slightly from 11.3% to 10.9%

Distribution of male & female employees within Rushmoor Borough Council across 4 quartiles:

	Total Count	Female Actual	Male Actual	Female %	Male %
Quartile 1 – Lower	68	44	24	65% <i>(67%)</i>	35% <i>(33%)</i>
Quartile 2 - Mid Lower	68	48	20	71% <i>(66%)</i>	29% <i>(34%)</i>
Quartile 3 - Mid Upper	68	41	27	60% <i>(69%)</i>	40% <i>(31%)</i>
Quartile – Upper	69	29	40	42% <i>(51%)</i>	58% <i>(49%)</i>
Total Workforce	273	162	111	59% <i>(63%)</i>	41% <i>(37%)</i>

*(*figures shown in blue italics are the % figures for 2021 to enable easier comparison).*

Bonus Pay:

Rushmoor Borough Council does not have payments such as performance related pay, one off incentive payments for recruitment and retention or monetary payments for long service awards, therefore within the guidelines for Gender Pay Gap reporting there are no payments within the “bonus” categorisation.

No bonuses were paid in Rushmoor Borough Council during this period, so there is no pay gap to report in relation to bonus payments.

Conclusion

At Rushmoor Borough Council the average difference (or 'gap') in pay rates between male and female salaries has increased from 11.7% to 13.7%. To note, the largest number of female employees are situated in Quartile 2 (Mid Lower) and the second largest in Quartile 1. There are also more female part-time employees (85.9%) compared to female full-time employees (49.8%) in the Council and many of these are located in roles in the lower quartiles. At this snapshot time there was also a reduction in the number of female employees located in the Mid Upper and Upper Quartiles. Both the median female hourly rate and the median male hourly rate has increased and the median gap has decreased slightly from 11.3% to 10.9%.

How we are addressing the Gender Pay Gap

- **Recruitment and Talent Management** – the council will continue to use gender neutral wording in recruitment advertising and promote inclusivity to attract a wider talent pool. The council will continue to promote secondments, cross council project working and design further talent management initiatives.
- **Learning and Development** – the council will continue to promote and provide flexible access to learning and development opportunities and resources to all and encourage career progression. The council will continue to work with external partners on projects encouraging knowledge sharing and personal development.
- **Flexible working practices** – the council actively supports work/life balance including part time working, hybrid working, working compressed hours and job shares and there is the opportunity to purchase additional annual leave.