

Royal Borough of Kingston upon Thames

Gender Pay Gap Report

March 2023



THE ROYAL BOROUGH OF
KINGSTON
UPON THAMES

What is the 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 2023.

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:

- Median
- Mean
- Quartile pay bands
- Bonus pay measure - not applicable as the Royal Borough of Kingston upon Thames does not pay bonuses.

Each of these 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

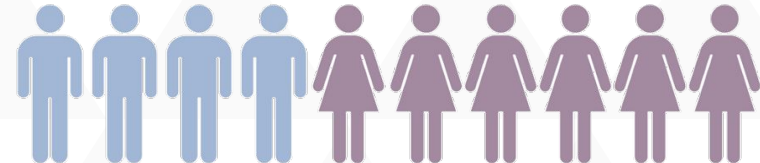
Who is included in our Gender Pay Gap reporting?

This data is based on all council employees (excluding school based staff) who were employed on 31st March 2023. 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 the snapshot date i.e. 31st March 2023. 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.

Workforce split of those included in the Gender Pay Gap reporting as at 31st March 2023:



40% male

60% female

Mean Pay Gap

The mean pay gap is calculated by subtracting the average hourly rate of female employees from the average hourly rate of men. This difference is then divided by the average hourly rate of men.

$$\frac{(\text{Men's hourly pay} - \text{women's hourly pay})}{\text{Men's hourly pay}}$$

Mean pay gap as at 2023:

0.83%

As of March 2023, the Council's mean pay gap is **0.83%** which means there is a small gap between the pay of typical male and female employees.

2021

2.37%

2022

4.34%

The gender pay gap has decreased since 2022. Men are more likely to be in higher paid roles than women. For every £100 a man earns, a woman will earn £99.17

Median Pay Gap

The median pay gap is 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. Identifying the wage of the middle earner is a representation of the 'typical' gender difference.

As of March 2023, the Councils median pay gap is **1.82%** which means there is small gap between the pay of typical male and female employees.

2021	2022
2.5%	11.76%

The median gender pay gap has decreased since 2022.

Men are more likely to be in higher paid roles than women. For every £100 a man earns, a woman will earn £98.18.

Median pay gap as at 2023:

1.82%

Why does a Gender Pay Gap arise?

There's no single reason behind the gender pay gap - it's a complex issue where there is no short-term 'quick-fix' and it can flex up and down, depending on how well women are distributed across the quartiles, in particular the highest and lowest paid roles.

This year has seen a shift in the senior leadership team following the departure of our previous CEO. 66% of the senior leadership team are now female. This is an increase from 61% last year. This increase has led to a positive impact on the mean and median gender pay gap, helping us to close the gap.

In addition to this, last year, 56% of staff in grades A-D were female. On 31st March 2023, this dropped to 51%, which rebalanced the gender split in our lowest paid roles.

The split in the other two quartiles as reported in slide 7, shows the complex distribution of men and women in lower middle and upper middle quartiles. There are more females overall in the lowest two quartiles. The upper middle quartile is well represented by women aiding the small gap.

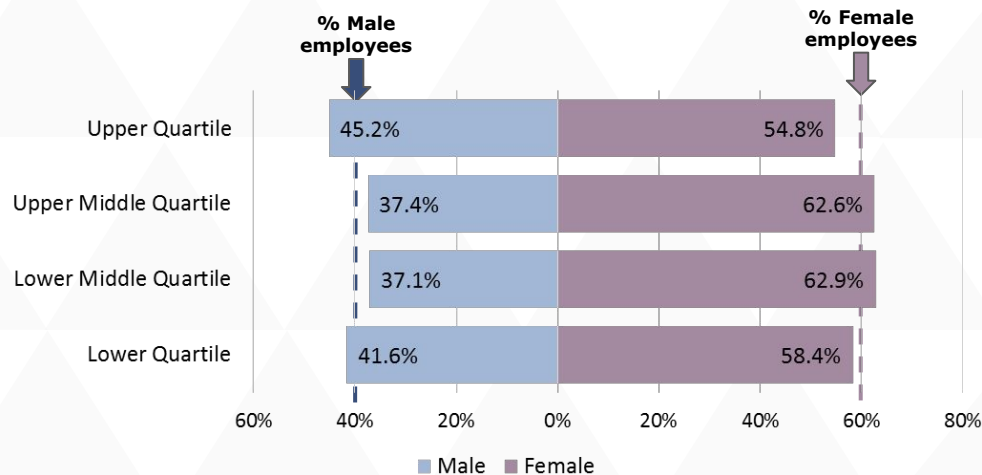
Split by Pay Quartiles

The numbers below illustrate 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.

“Quartile pay bands” are 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 middle quartile, and the proportion of men increases in the upper quartile compared to women. The overall workforce split is 60% women and 40% men, in the upper quartile the gender split is 55% women and 45% 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 middle 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, Support Officers and Human Resources Advisers for example.



What the Gender Pay Gap does not address

- The gender pay gap does not stem from paying men and women differently for the same or equivalent work
- The Council has a fair and equitable Pay and Reward policy in place
- All roles are evaluated using job evaluation methodology with trained evaluators
- This ensures equal pay for male and female employees who are carrying out the same or equivalent work, regardless of their gender or any other characteristic
- A higher proportion of women do often choose to work in occupations that offer less financial reward (e.g., administration)
- Many high paying sectors being disproportionately made up of male workers (e.g., information and communications technology)*
- A much higher proportion of women working part-time, and part-time workers earning less than their full-time counterparts on average *
- Women being more likely to have had breaks from work which have affected their career progression, meaning that they are less likely to have progressed up the career ladder into higher paying senior roles*
- Individuals who do not identify as male or female
- Individuals who prefer not to share their gender identity

What are we doing to close the gap?

- We have embedded hybrid working, launching a new Hybrid Working policy to harness a flexible approach for colleagues to do their best work, have a good work life balance, and work flexibly whilst staying connected to our residents
- We have rolled out a more focussed mandatory training programme which has included Diversity & Inclusion in the Workplace & Unconscious Bias
- We have continued to support a Reverse Mentoring programme open to all staff which all our senior leadership team and ADs are signed up to
- We use anonymous application forms for recruitment to eliminate bias, and ensure applicants are shortlisted purely on merit
- We have reviewed our recruitment material ensuring language used throughout, is inclusive, promotes our commitment to diversity, flexible working and recognising and celebrating our staff networks.
- Both permanent and temporary recruitment systems enable monitoring of application levels/shortlisting and appointment activity of candidates based on gender and other equality characteristics. This monitoring shows that although the majority of applicants for roles were male (55%) the majority of shortlisted and appointed applicants were women (51% and 53%, respectively), so there is no adverse impact on females in the shortlisting and appointment process
- We have diverse interview panels to ensure equality and that all candidates are assessed fairly.

What are we doing for Inclusive Kingston?

- We have six equality staff network groups across the council, each with a senior manager and Member sponsor, these include BAME+Allies, LGBTQIA+Allies, Early Careers+Allies, Women's+Allies, Carers+Allies, Disability and Wellbeing+Allies who all meet regularly, and are helping build awareness of the needs of all, ensuring fair and respectful treatment
- We have developed a new behavioural framework based on our STAR values to shape our ways of working and culture
- We have shared and cascaded staff survey results to managers, staff and the employee voice groups with the development of local staff survey actions plans
- We are proud to have signed up to Savvy Guest as the first London Council Host Employer. We are giving individuals aged 18 and above the opportunity to network with different professionals they may not have the opportunity to do so. We have the potential to inspire the next generation of local government officers
- We have developed a Neurodiversity strategy to support potential and existing neurodivergent employees

Whilst these aren't specifically addressing the gender pay, they promote our commitment to challenges faced by women at work, and other groups who require support in the workplace. This includes menopause, another factor and life change associated with the loss of experience and talent from employment.

Plans for the future - we will

- Develop further by delivering the Inclusive Kingston strategy to tackle inequality and make Kingston a more equitable and fair place to live and work, levelling up opportunities and support
- Deliver our People & OD strategy to allow us to proactively align our culture to our purpose of Making Kingston, Greener, Fairer and Safer Together creating an inclusive culture
- Work with the leadership team where there is more of a gender imbalance to raise awareness and seek to address imbalances where possible
- Continue to grow our active Women's +allies network and provide open discussion sessions around empowering women and understanding barriers to progression, including our Carer's network
- Continue to engage with our staff through our regular channels of communication and engagement
- Review our HR policies and associated terms and conditions to ensure they are inclusive, support and attract a diverse culture, and Equality impact assessed
- Improve workforce diversity monitoring across the Council in order to improve our self declaration rates to provide richer information on the makeup of our workforce
- Ask staff to declare their sensitive information so we can explore differences in demographic results such as gender differences
- Embed our Neurodiversity strategy to support neurodivergent staff
- Embed our support to women, through the menopause policy together with our Women's staff network and be a menopause friendly and aware organisation
- Provide training to empower our colleagues to take action when they hear or see behaviours that are inconsistent with our values and respect for individuals or groups