

# Sheffield City Region

## Gender Pay Gap Report 2018



JUNE 2018

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## Introduction

As an organisation responsible for driving economic growth, and ensuring that our communities and residents can benefit from this growth, it is an important statement of intent that we publish this Gender Pay Gap Report for 2017/18.

The Sheffield City Region Combined Authority utilises the services of Barnsley Metropolitan Borough Council to provide formal employing body status for employees. We share their focus on equality, diversity and inclusion and work hard to make sure that we are open, transparent and fair in our recruitment, selection and workforce development processes.

Despite this there is still a gender pay gap in the organisation.

I am confident that men and women are paid equally for doing the same job. But the evidence shows that there are more women as a proportion of the workforce in roles that attract a lower salary and a slightly larger proportion of the men in the workforce in roles that attract higher salaries. This creates the gender pay gap.

This is something we must act to address. This report includes a set of actions we will pursue to ensure the promotion of equality in our employment practices.

**Dr Dave Smith**  
**Managing Director**



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# Gender Pay Gap Legislation

## Why do organisations have to report on their gender pay gap?

The Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 6 April 2017 which placed a mandatory requirement on public sector organisations with 250 or more employees to publish their results against six prescribed indicators of gender pay equality for workers using a snapshot of pay at the census date of 31 March 2017 and each year thereafter.

## Our Responsibilities

Whilst our organisation's workforce has fewer than 250 employees, meaning we have no mandatory requirement to report on our gender pay gap, we recognise that our people are our greatest asset and we are committed to fairness, equality and inclusion for all. We have therefore voluntarily chosen to report our gender pay gap using pay data as at 31 March 2018. As such, this information will form a key element of our work to build a greater equality across a more diverse workforce. The results will help us to better understand and focus on the relevant issues and we will hold ourselves to account as we continue to plan and take actions to improve on our current position.

## What are the areas this report will cover?

1. Gender pay as a mean average
2. Gender pay as a median average
3. Proportion of men receiving a bonus payment and proportion of a women receiving a bonus payment
4. Proportion of men and woman, when divided into four groups, ordered from the lowest to the highest hourly rate of pay

A **mean average** involved adding up all of the numbers and dividing the results by how many numbers were in the list. Mean averages are useful because they place the same value on every number they use.

A **median average** involved listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers. Median averages are useful to indicate what the typical situation is and are not distorted by large or small rates of pay.

# Gender Make-up of Our Organisation

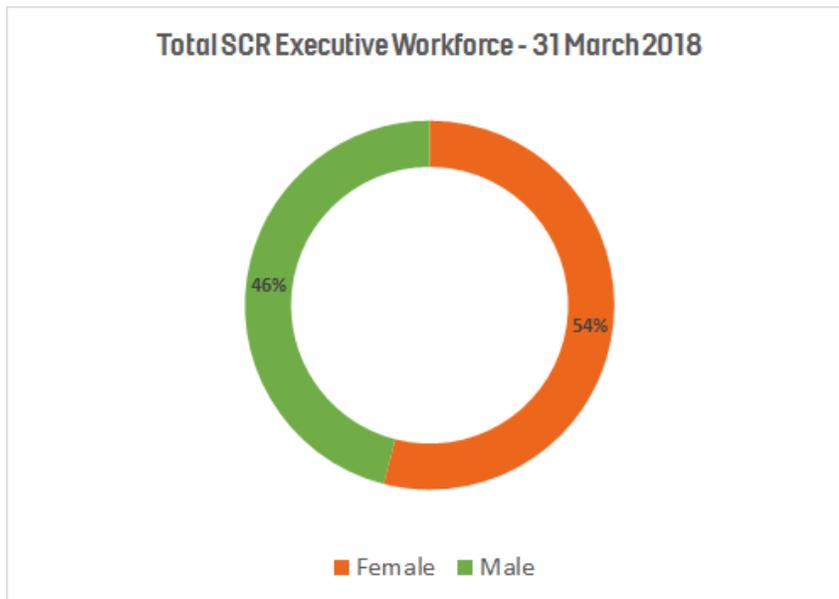
On the snapshot date of 31 March 2018, Sheffield City Region Executive had 63 employees working across the organisation.

Males accounted for 46% of the workforce, whilst females accounted for 54% of the workforce. This is broken down by full-time and part-time working as follows:

Males		Females	
Full Time	Part Time	Full Time	Part Time
26	3	28	6

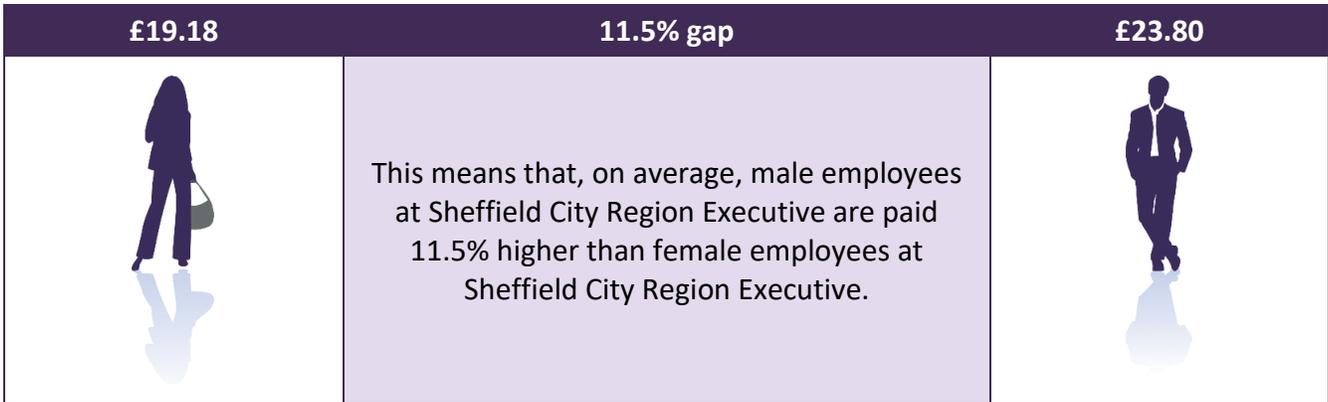
In addition to part time working flexible working arrangements / family friendly policies are available to all employees of the SCR Executive. Currently 2 Males work full time hours in a flexible working pattern.

Figure 1: Sheffield City Region Executive workforce by gender

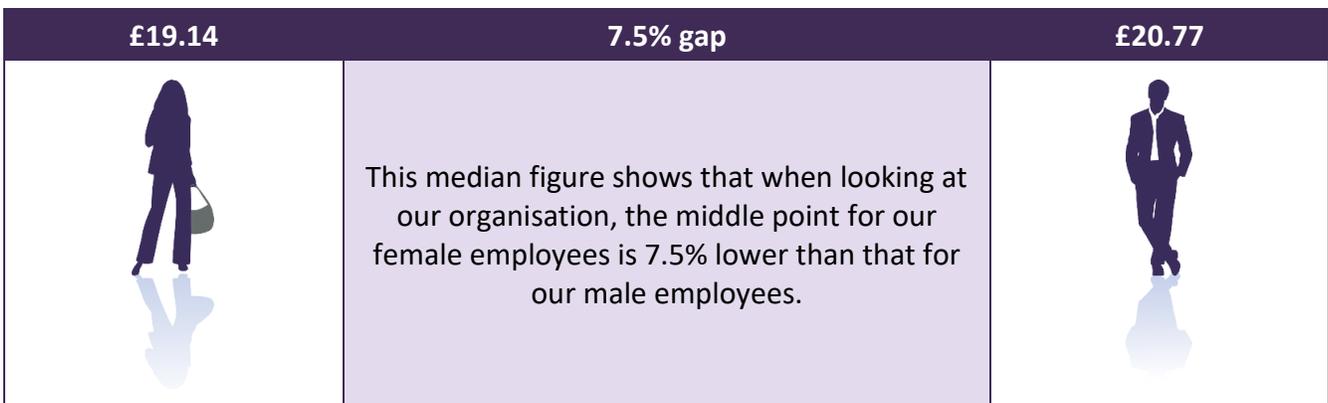


# Gender Pay Data and Gap Analysis

## Mean Pay Gap



## Median Pay Gap



Results show that a female employee earns on average either 11.5% or 7.5% less than a male employee. This is compared to the national median of 18.4% in 2017.

## Bonus Pay Gap

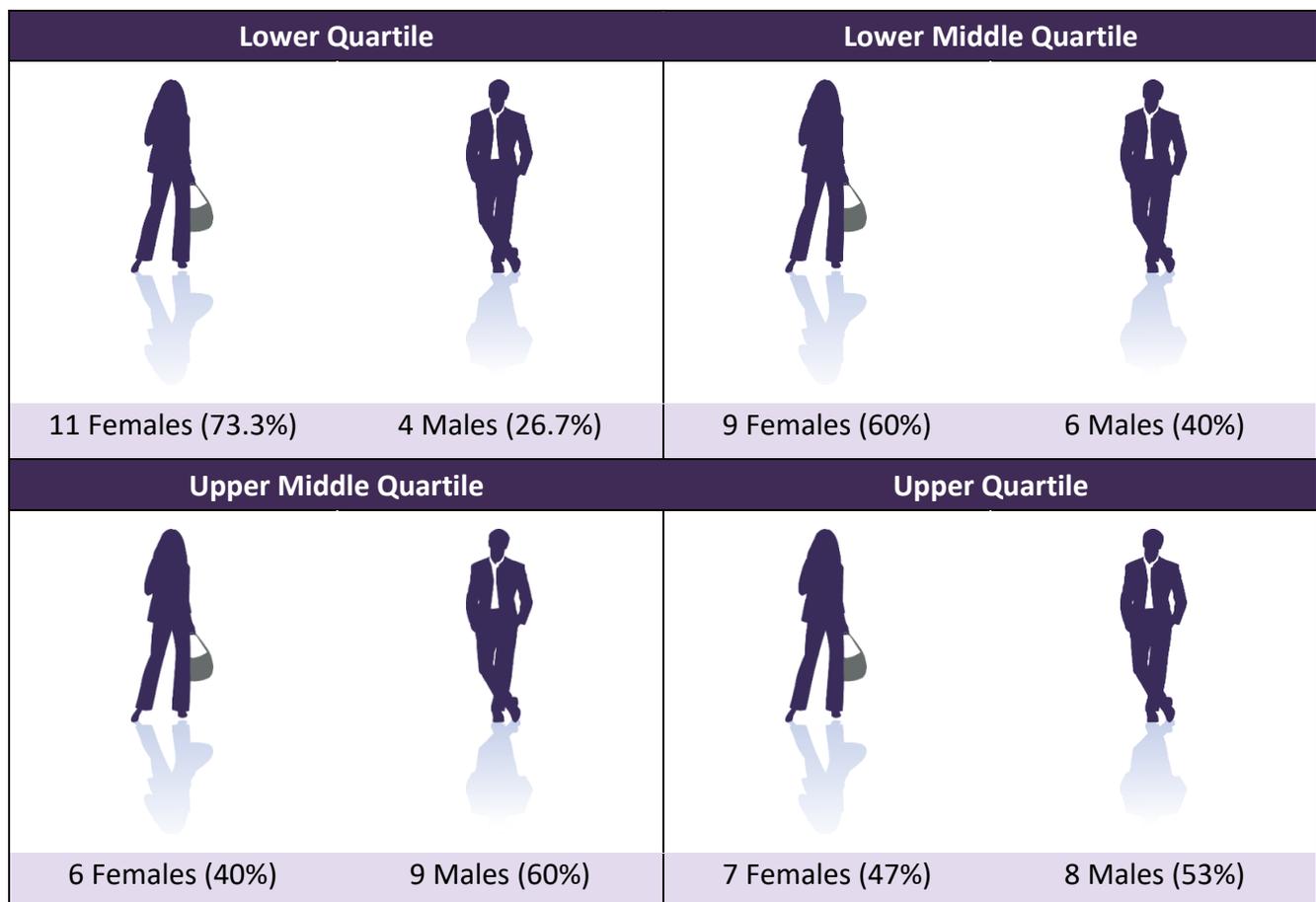
Sheffield City Region Executive, in accordance with BMBC pay policy, offers a long service award when an employee has achieved 25 years Local Government Service. One male employee received this award of a £100 voucher, which is factored into the above figures.

## Quartiles

The headcount for full pay employees on the snapshot date of 31 March 2018 was 59 employees, the difference between the actual headcount of 62, accounts for three members of staff who were on unpaid leave on the census date. The hourly pay has been arranged by the lowest hourly rate of pay to the highest hourly rate of pay. The total has then been divided into four quartiles with the same hourly rates of pay being evenly distributed by gender where they cross the quartile boundaries.

Table 1: Proportion of females and males in each quartile pay band

	Female %	Male %
<b>Lower Quartile</b>	18.3%	6.7%
<b>Lower Middle Quartile</b>	15.0%	10.0%
<b>Upper Middle Quartile</b>	10.0%	15.0%
<b>Upper Quartile</b>	11.7%	13.3%



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## What Does This Mean?

It is important to remember that gender pay and equal pay are different things. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. A robust job evaluation scheme is present in the organisation therefore we are confident that men and women are paid equally for the work they do.

The figures above show that the split in the upper quartile between male and females is even, but the gender distribution between the other three quartiles is not even. More females are however employed in these quartiles than males.

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# Tackling Our Gender Pay Gap

## What Are We Doing to Reduce Our Gender Pay Gap?

Sheffield City Region Executive, via BMBC as the employing organisation, already does work to ensure the promotion and importance of equality in its employment practices, by way of:

1. All HR policies are designed to promote equality and are screened to ensure that any equality implications are identified, considered and addressed.
2. Flexible working is available to all employees.
3. A job evaluation scheme is in place across the organisation which sets salary levels objectively and ensures that we pay equally for work of equal value.

## What Can We Do to Further Reduce Our Gender Pay Gap?

- Develop a training offer to assist and support career development throughout the grades, thus enabling those in the lower quartile to progress should they wish to do so.
- Ensure that any recruitment process, including through the use of external agencies, adverts as well as ensuring Job Descriptions and Person Specifications are developed to attract the widest possible range of candidates.
- Investigate whether the introduction of the Apprenticeship programme can be used as a tool to address gender imbalance in the organisation.

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# Sheffield City Region

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