

SOUTH YORKSHIRE PENSIONS AUTHORITY

4 October 2018

Report of the Fund Director

GENDER PAY GAP

1) Purpose of the Report

To provide the Authority with details of the organisation's gender pay gap.

2) Recommendations

Members are recommended to note the Gender Pay Gap Information set out at Appendix A.

3) Background Information

3.1 Earlier this year all organisations in the UK employing more than 250 staff were required to produce and publish information on their gender pay gap. While SYPA is not a large enough organisation to have to produce this information as part of the work being undertaken to understand the workforce and to promote transparency the relevant report has been produced and is attached at Appendix A

3.2 The headline gender pay gap identified is **16.7%**, which compares to a UK average of **20.9%** and exactly matches the EU average and is considerably below the figures reported by many financial services organisations.

3.3 From the information reported it appears that the distribution of female staff across the different earning levels within the workforce is not even with underrepresentation of women particularly at middle management level, seeming to be a significant contributor to the pay gap.

3.4 In terms of action to be taken to address the pay gap specific steps will be considered as part of the HR and Organisational Development Strategy which is to be developed as part of the corporate planning process. However, as a smaller organisation small changes one way or another can have a significant impact on the reported figures.

4) Implications and risks

- Financial – There are no immediate financial implications arising from this report. Any financial implications from the HR and OD strategy will be reflected in the budget and medium term financial strategy.
- Legal – The Authority is not covered by the legislation requiring publication of gender pay gap information and has produced this information in an effort to provide greater transparency.
- Diversity – The results of this work indicate that there are diversity issues within the workforce which the HR and OD strategy will need to address.
- Risk – This work reinforces the decision already made by the Authority that issues concerned with the workforce are a key corporate risk that needs to be addressed through the corporate planning process.

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Background papers used in the preparation of this report are available for inspection at the offices of the Authority in Barnsley.