



SOUTH YORKSHIRE
PENSIONS AUTHORITY

Gender Pay Gap Report

2018

1. Foreword

South Yorkshire Pensions Authority wants to achieve a position where its workforce is reflective of the community it serves. We are a small specialist organisation and hence sometimes not as able as larger members of the local government family in South Yorkshire to achieve progress in areas such as this quickly, but we have taken steps including adopting the so-called “foundation living wage” which addresses the pay of our lowest paid staff most of whom are women.

As any good employer should we offer a range of flexible working opportunities to enable our employees to achieve a work life balance and which provide encouragement and support for women returning to work to further their career with the Authority.

The Authority has more women than men in the top quartile of earners and half of the Chief Officer roles are held by women, presenting a significant contrast with much of the financial services industry of which many would consider us to be part.

As a small organisation we are not legally required to provide information on the Gender Pay Gap. However, we feel that by being transparent on this issue we are providing a spur to ourselves to do better and setting an example to the organisations in which we invest to do better in addressing the issue of pay inequality.

Councillor Sue Ellis
Chair
South Yorkshire Pensions Authority

2. Context

Equal pay between men and women is a legal right under both United Kingdom and European Law. The Equality Act 2010 requires employers not to discriminate on grounds of race and disability and similar rules apply to sexual orientation, religion and age.

The Authority is committed to and supports the principle of equal pay for all our employees. In pursuit of this objective, it has adopted terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national and local) or as a consequence of authority decisions. These terms and conditions are incorporated into contracts of employment.

All of the jobs within the Authority (with the exception of the 5 most senior roles) are covered by the National Joint Council for Local Government Services Single Status Agreement, which contains nationally agreed pay spine. All jobs are evaluated against the pay & grading scheme using the Hay job evaluation system, ensuring a transparent process through which fair and consistent judgements are made on pay.

The gender pay gap is different to equal pay. Rather than considering whether women and men receive equal pay for work of equal value, the pay gap is a measure of the disparity in the average earnings of men and women.

From 2017, any organisation that has more than 250 employees must publish and report specific figures about their gender pay gap. The gender pay gap is defined in the regulations as the difference between the average earnings of men and that of women, calculated relative to men's earnings. These calculations must be made using payroll information correct as on a specific date.

For public sector organisations the specific date, or snapshot date is the 31 March.

Data must be published and reported on the following measures:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

As SYPA employs fewer than 250 staff it is not required to publish this information. However, as a matter of good practice and transparency the Authority has decided that it will comply with the requirements of the regulations and the information in this report is based on data at 31 March 2018.

3. The Workforce

SYPA has published a profile of its workforce as at the end of March 2018. The following are the key facts relevant to the Gender Pay Gap. The full profile can be found at the link below:

- 62% of the workforce is female and 38% male;
- 2 of the 4 Chief Officer roles as defined in the Pay Policy Statement are held by women;
- Of the 62% of the workforce who are female 33% work full time and 29% part time while of the 38% who are male 32% work full time and 6% part time.

In addition to these facts which are particularly relevant to the Gender Pay Gap the workforce profile highlights disparities in the age profile and the ethnic composition of the workforce. The Authority has recognised these issues as significant risks and is seeking to address them.

4. Gender Pay Data and Analysis

Means and Medians

The Median Gender Pay Gap for the Authority was **17.51%**, while the Mean Gender Pay Gap was **16.71%**. A positive pay gap indicates that men are paid more than women while a negative figure indicates that women are paid more than men. These figures show that for SYPA men were paid more than women. However, the following figures which look at major public sector employers in Barnsley and the major employers within the South Yorkshire Pension Fund set these differences in context.

Employer	Mean Gender Pay Gap %	Median Gender Pay Gap %
Barnsley College	30.0	10.5
Barnsley Hospital NHS Foundation Trust	8.1	12.4
Barnsley Metropolitan Borough Council	14.7	7.1
South Yorkshire Pensions Authority	16.7	17.5
Doncaster MBC	15.7	21.1
Rotherham MBC	11.5	12.5
Sheffield CC	4.3	8.4
UK Average	20.9	
EU Average	16.7	

Given the small sample size for employees with a declared disability and the fact that the Authority currently has no employees from a BME background we have not analysed the pay gap for employees with other characteristics protected under the Equality Act, but it would be expected that a Gap would exist.

Bonus

The Authority does not operate a bonus or performance related pay scheme. However, the definition of Bonus pay in the statutory guidance includes long service awards. In the period being considered one female employee (1.54% of the total) received a long service award, while no men did so. The sum involved is so small that it makes no difference to the figures reported above.

Quartiles

The regulations require that employers provide a breakdown of their workforce by gender in to quarters based on their earnings.

For SYPA this shows that:

- In the lowest earning 25% of the workforce 37% are male and 63% are female;
- In the second lowest earning 25% of the workforce 11.5% are male and 88.5% are female;
- In the second highest earning 25% of the workforce 59.3% are male and 40.7% are female;
- In the highest earning 25% of the workforce 46.2% are male and 53.8% are female.

There is a degree of distortion in the results for the highest earning 25% as it includes data for the investment management staff who transferred to the Border to Coast Pensions Partnership in July 2018. Adjusting for these the result in this quartile would be 31.6% male and 68.4% female.

The results above for the lowest and highest quartiles broadly reflect the composition of the workforce as a whole, while in the second lowest quartile women are overrepresented compared to the workforce as a whole while in the second highest quartile they are underrepresented compared to the workforce as a whole. Broadly this would indicate that women are underrepresented in the middle management and senior specialist roles that are included in the second highest quartile but overrepresented amongst practitioner roles which represent the bulk of the second lowest quartile.

The ideal would be that 25% of both male and female employees would appear in each earnings quartile. This is not the case as shown in the table below, which bears out that the representation of men and women in the two middle quartiles is not in line with their representation in the workforce overall.

	% of total number of male employees	% of total number of female employees
Lowest 25% of earners	24.4%	26.2%
Second lowest 25% of earners	7.3%	35.4%
Second highest 25% of earners	39.0%	16.9%
Highest 25% of earners	29.3%	21.5%
Total	100.0%	100.0%

5. How we are working to close the Gender Pay Gap

The Authority is in the process of reviewing all of its Human Resources policies and practices and consequently will be introducing more systematic monitoring of areas such as recruitment and promotion to ensure that unconscious biases amongst managers are not influencing these activities. This review will also focus on making changes to policies and practices which are likely to influence both the Gender Pay Gap and other imbalances which have been identified in the workforce.

The Authority currently pays a “living wage supplement” to lower paid employees whose hourly rate of pay falls below £8.45 to bring them up to this rate. This supplement will be phased out over the next two years as the national pay scale is increased to exceed the Foundation Living Wage.

To help employees to achieve a better balance between their work and home life, and to support women returning to work and progress in their careers, the Authority operates a range of flexible working opportunities:

- Flexi-time scheme - The scheme is available to all staff. Within the rules of the scheme, currently up to two flexi-days per month can be taken subject to approval. The terms of this scheme will be reviewed as part of the overall review of HR policies and practices.
- Part-time working - This can be worked in a variety of patterns including part day, part week.
- Job share - The duties and responsibilities of one full-time job are divided (normally between two people).
- Compressed weeks or fortnights - Contracted hours are worked over 4 days instead of 5 or 9 days instead of 10.
- Occasional home working - This allows employees, where this arrangement is practical, to be more flexible with their workplace providing the opportunity to work from home on an ‘as and when’ basis.

The Authority also provides support for parents and carers that often go beyond the minimum statutory requirements through maternity/adoption leave, paternity leave, maternity support leave and parental leave.

This range of support and flexible working initiatives help women returning to work following maternity or adoption leave and contribute to reducing the gender pay gap.