



SOUTH YORKSHIRE  
**PENSIONS AUTHORITY**

# Gender Pay Gap Report

**2019**

## **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.

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 Mick Stowe  
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 gender, 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 4 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 (including the most senior) 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<sup>st</sup> March 2019.

### **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.

- 62.5% of the workforce is female and 37.5% male;
- 2 of the 4 Chief Officer roles as defined in the Pay Policy Statement are held by women;
- Of the 62.5% of the workforce who are female 35.4% work full time and 27.1% part time while of the 37.5% who are male 31.3% work full time and 6.2% 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 **9.2% (17.5% in 2018)**, while the Mean Gender Pay Gap was **12.1% (16.7% in 2018)**. 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, although the gap between the two has reduced over the last year. This reduction is in part due to the TUPE transfer of 6 staff to the Border to Coast Pensions Partnership. As these were relatively well paid roles the majority of which were held by men this has had a significant impact on the figures.

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	10.5%	7.3%
Barnsley Hospital NHS Foundation Trust	37.5%	22.2%
Barnsley Metropolitan Borough Council	6.1%	9.6%
<b>South Yorkshire Pensions Authority</b>	<b>12.1%</b>	<b>9.2%</b>
Doncaster MBC	14.8%	16.5%
Rotherham MBC	9.9%	13.3%
Sheffield CC	2.6%	8.4%
UK Average	20.9%	
EU Average	16.2%	

Given the small sample size for employees with a declared disability and from a BME background we have not analysed the pay gap for employees with other characteristic 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.

## 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 33% are male and 67% are female;
- In the second lowest earning 25% of the workforce 33% are male and 67% are female;
- In the second highest earning 25% of the workforce 37.5% are male and 62.5% are female;
- In the highest earning 25% of the workforce 45.8% are male and 54.2% are female.

The results above for the lowest and the two middle quartiles broadly reflect the composition of the workforce as a whole, while in the highest earning quartile there is a much closer balance between men and women which implies that women are less well represented in these senior and specialist roles than they are in the workforce as a whole.

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 shows that while the position has become more balanced than it was there is still some way to go before this ideal is achieved.

	% of total number of male employees	% of total number of female employees
Lowest 25% of earners	22.2%	26.7%
Second lowest 25% of earners	22.2%	26.7%
Second highest 25% of earners	25.0%	25.0%
Highest 25% of earners	30.6%	21.7%
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 has now phased out a Living Wage Supplement as the lowest point of the pay scale exceeds the Foundation Living Wage. A restructuring of the pay spine will take effect from 1<sup>st</sup> April 2019 and it is anticipated that this will have a positive impact on the gender pay gap.

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.