

Equal Pay Review

2015/2016

Key Findings

Equality Profile of Barnsley Council on 31 March 2016

Gender Profile (Council and Schools) 31 March 2016

Female				Male				Total
Council	Schools	Total	%	Council	Schools	Total	%	
1870	1790	3660	77.0	936	156	1092	23.0	4752

Disability Profile (Council and Schools) 31 March 2016

Disabled				Non-disabled				Total	Data unav- ailable
Council	Schools	Total	%	Council	Schools	Total	%		
102	2	104	4.3	2273	1007	3280	95.7	3384	1368

Ethnicity Profile (Council and Schools) 31 March 2016

Other Ethnicity				White UK				Total	Data unav- ailable	Prefer Not to say
Council	Schools	Total	%	Council	Schools	Total	%			
53	16	69	2.3	2145	843	2988	97.7	3057	1368	327

Full-time / Part-time Profile (Council and Schools) 31 March 2016

Part-time (1 - 29 hrs)				Full-time (30 – 37 hrs)				Total
Council	Schools	Total	%	Council	Schools	Total	%	
778	1351	2129	44.8	2028	595	2623	55.2	4752

Contract Status Profile (Council and Schools) 31 March 2016

Permanent				Fixed-term/Temporary				Total	Data unav- ailable
Council	Schools	Total	%	Council	Schools	Total	%		
2313	1430	3743	89.0	241	223	464	11.0	4207	545

Appendix A
Barnsley Metropolitan Borough Council

Religion Profile (Council and Schools) 31 March 2016

Christian				Other Religion				No Religion				Total	Data Unavailable	Prefer not to say
Council	Schools	Total	%	Council	Schools	Total	%	Council	Schools	Total	%			
1634	700	2334	74.6	36	11	47	1.5	600	148	748	23.9	3129	1370	253

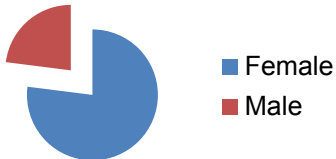
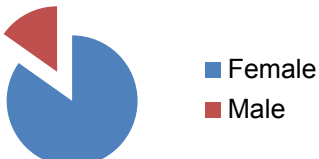
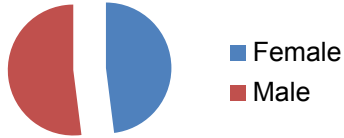
Sexual Orientation Profile (Council and Schools) 31 March 2016

Heterosexual/ Straight		Bisexual		Lesbian/Gay woman		Gay man		Data not available		Total
	%		%		%		%		%	
1216	25.6	4	0.08	6	0.1	7	0.1	3519	74.1	4752

Age Profile (Council and Schools) 31 March 2016

	16-29		30-39		40-49		50-59		60+		Total
		%		%		%		%		%	
Council	307	10.9	559	19.9	781	27.8	950	33.8	209	7.4	2806
Schools	264	13.6	323	16.6	574	29.5	601	30.9	184	9.5	1946
Total	571	12.0	882	18.6	1355	28.5	1551	32.6	393	8.3	4752

1 Overall workforce composition in 2015/6 (Council and Schools)

	Female Employees ♀	Male Employees ♂	
All NJC grades	77.0% of workforce 3660 employees (2014/15: 77.9% / 4136 employees) (2008/09: 79.0% / 6604 employees)	23.0% of workforce 1092 employees (2014/15: 22.1% / 1176 employees) (2008/09: 21.0% / 1755 employees)	
Grades 1-3	84.8% of workforce 1861 employees (2014/15: 85.2% / 2336 employees) (2008/09: 88.5% / 4122 employees)	15.2% of workforce 334 employees (2014/15: 14.8% / 466 employees) (2008/09: 11.5% / 535 employees)	
Grades 12-17 and SMT	48.0% of workforce 47 employees (2014/15: 48.2% / 40 employees) (2008/09: 37.5% / 51 employees)	52.0% of workforce 51 employees (2014/15: 51.8% / 43 employees) (2008/09: 62.5% / 85 employees)	

The organisation overall has significantly more female employees than male (more than three quarters female). **The gender distribution between grades is not even.** Female employees make up **approximately 85%** of the three lowest grades but **less than half** of the highest grades.

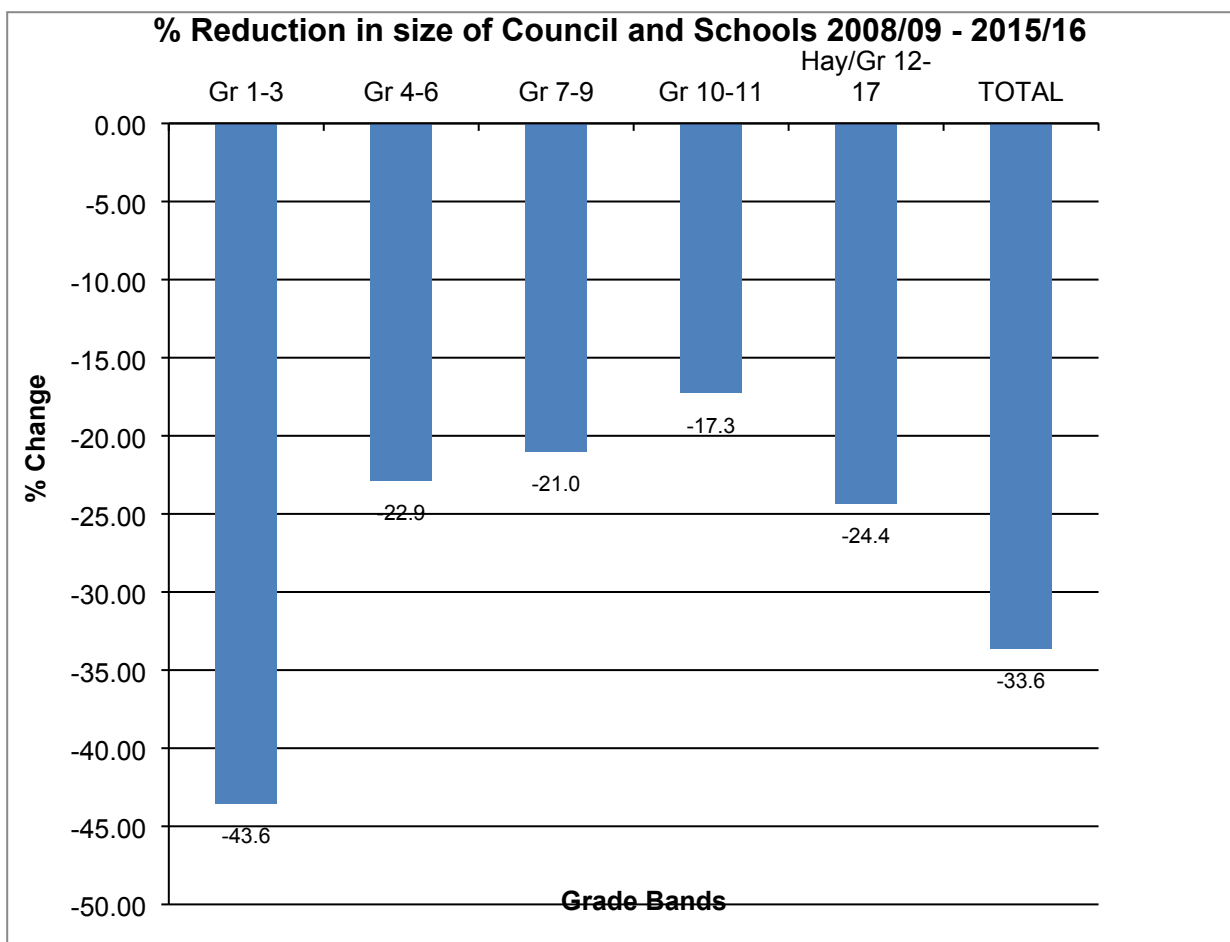
However, the gender distribution of the Senior Management Team is 75%

female and 25% male which closely reflects the overall workforce composition.

The proportions of male employees overall are increasing, if only slightly, since the first pay audit in 2008/9. In 2014/15 male employees made up 22.1% of the workforce. In 2015/16, this had increased to 23.0%.

2 A Changing Council 2008/09 – 2015/16 (Council and Schools)

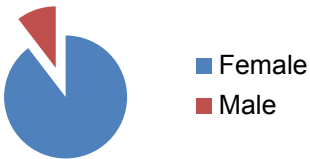
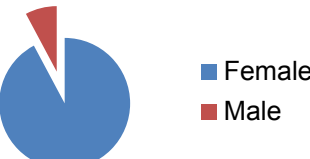
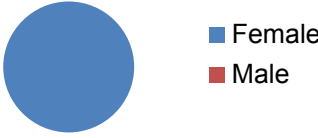
	Gr 1-3	Gr 4-6	Gr 7-9	Gr 10-11	Hay / Gr 12-17	TOTAL
2008/09	3890	1767	1019	353	119	7148
2015/16	2195	1363	805	292	90	4745
% Reduction	43.6	22.9	21.0	17.3	24.4	33.62



The Council has reduced significantly in size between 2008/09 and 2015/16. The size of the NJC workforce within the scope of the Equal Pay Review has decreased by 33%

during that time. The group that has decreased by the greatest amount is those in Grades 1-3 (43% reduction), followed by senior managers (24% reduction). The group that has decreased the least is grades 10-11 (17% reduction). The reduction of roles in grades 1-3 is related to changing service delivery models and increasing use of technology, which is likely to continue as new working methods develop and budgets are constrained.

3 New employees (appointed since 1 April 2015, Council and Schools)

	Female Employees ♀	Male Employees ♂	
All NJC grades (new employees)	88.4% of new appointees 153 employees (2014/15: 82.2% / 153 employees) (2011/12: 80.4% / 341 employees)	11.5% of new appointees 20 employees (2014/15: 17.8% / 33 employees) (2011/12: 19.6% / 83 employees)	
Grades 1-3 (new employees)	92.2% of new appointees 107 employees (2014/15: 89.7% / 113 employees) (2011/12: 86.7% / 280 employees)	7.8% of new appointees 9 employees (2014/15: 10.3% / 13 employees) (2011/12: 13.3% / 43 employees)	
Grades 12-17 and SMT (new employees)	100.0% of new appointees 1 employee (2014/15: 83.3% / 5 employees) (2011/12: 0% / 0 employees)	0% of new appointees 0 employees (2014/15: 16.7% / 1 employee) (2011/12: 0% / 0 employees)	

In order to balance the workforce, a greater percentage of male employees would need to be recruited. However, in 2015/16 **a significantly greater percentage of female**

employees were recruited (89.6% compared with 77.0% of the overall workforce).

The percentage of new female employees has increased each year since 2011/12.

There was only one new employee appointed within Grade 12-17 and SMT in 2015/16.

The employee was female.

4 Grade Changes in 2015/16 (Council and Schools)

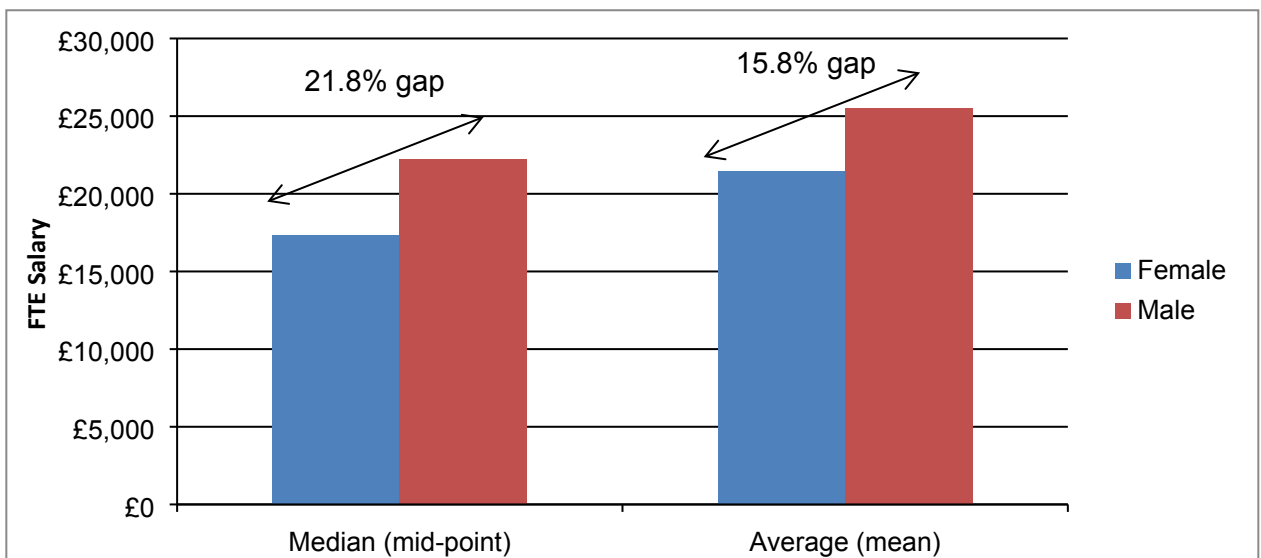
	Female Employees ♀	Male Employees ♂										
Overall Grade Decreases ↓	143 (3.9%) of female workforce (2014/15: 1.0% / 41 employees)	46 (4.2%) of male workforce (2014/15: 3.8% / 45 employees)	<table border="1"> <caption>Grade Decreases Data</caption> <thead> <tr> <th>Gender</th> <th>2014/15 (%)</th> <th>2015/16 (%)</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>1.0</td> <td>3.9</td> </tr> <tr> <td>Male</td> <td>3.8</td> <td>4.2</td> </tr> </tbody> </table>	Gender	2014/15 (%)	2015/16 (%)	Female	1.0	3.9	Male	3.8	4.2
Gender	2014/15 (%)	2015/16 (%)										
Female	1.0	3.9										
Male	3.8	4.2										
Overall Grade Increases ↑	250 (6.8%) of female workforce (2014/15: 2.2% / 92 employees)	103 (9.4%) of male workforce (2014/15: 2.9% / 34 employees)	<table border="1"> <caption>Grade Increases Data</caption> <thead> <tr> <th>Gender</th> <th>2014/15 (%)</th> <th>2015/16 (%)</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>2.2</td> <td>6.8</td> </tr> <tr> <td>Male</td> <td>2.9</td> <td>9.4</td> </tr> </tbody> </table>	Gender	2014/15 (%)	2015/16 (%)	Female	2.2	6.8	Male	2.9	9.4
Gender	2014/15 (%)	2015/16 (%)										
Female	2.2	6.8										
Male	2.9	9.4										
Overall Grade Changes	425 (11.6% of female workforce) (2014/15: 2.7% / 113 employees)	152 (13.9% of male workforce) (2014/15: 6.4% / 75 employees)	<table border="1"> <caption>Overall Grade Changes Data</caption> <thead> <tr> <th>Gender</th> <th>2014/15 (%)</th> <th>2015/16 (%)</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>2.7</td> <td>11.6</td> </tr> <tr> <td>Male</td> <td>6.4</td> <td>13.9</td> </tr> </tbody> </table>	Gender	2014/15 (%)	2015/16 (%)	Female	2.7	11.6	Male	6.4	13.9
Gender	2014/15 (%)	2015/16 (%)										
Female	2.7	11.6										
Male	6.4	13.9										

The number of grade changes in 2015/16 was significantly greater than that in 2014/15. In 2015/16 577 employees changed their grade (10.0% of the overall workforce) compared to 2014/15 when 188 employees changed their grade (3.5% of the overall workforce). This is likely to be at least in part due to the Future Council reorganization which took place on 1 April 2015.

35 of the 577 employees who changed their grade were as a result of changes to terms and conditions.

5 Gender Pay Gap 2015/16 for Basic Pay only (Council and Schools)

	Female Employees ♀	Pay Gap	Male Employees ♂	
Basic Pay Median (mid- point)	£17,372 (top of Gr 3) ←	which is 78.2% of (or 21.8% less than)	£22,212 → (top of Gr 5)	The pay gap has not changed in 4 years.
Basic Pay Average	£21,486 (mid Gr 5) ←	which is 84.2% of (or 15.8% less than)	£25,539 → (top of Gr 6)	



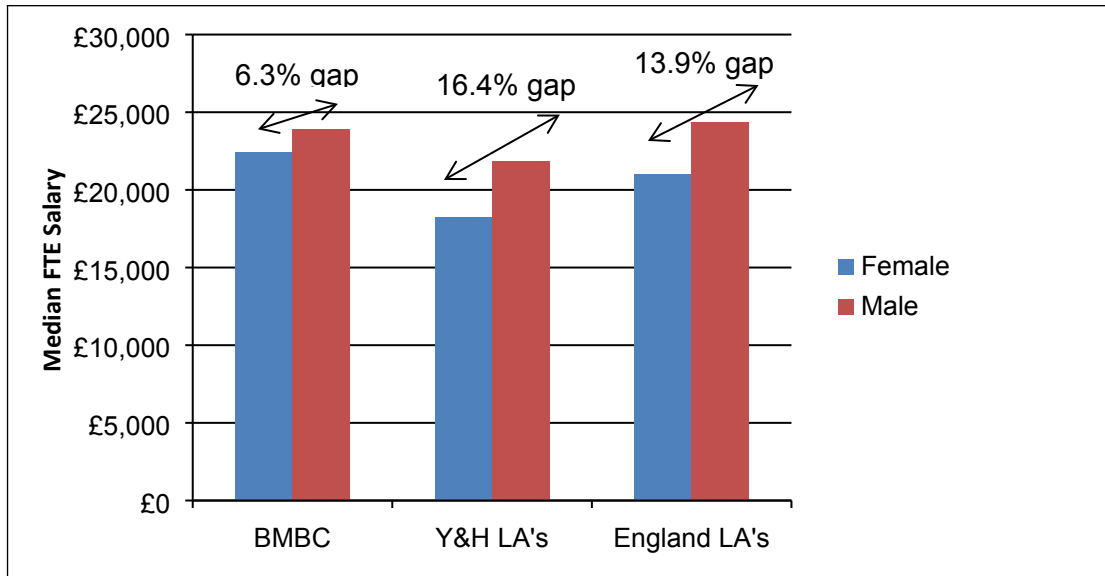
These demonstrate two different measures of average pay. The median (mid-point) shows the middle value of all results and is not skewed by particularly high or low values, unlike the standard (mean) average. In this case, the choice of average makes a 6% difference to the overall pay gap.

An average female employee earns either 21.8% less or 15.8% less than an average male employee according to the measurement chosen. The overall gender pay gap for Barnsley has remained largely unchanged since 2008/09.

The majority of female employees are clustered within the bottom three grades (**occupational gender segregation**). Jobs available within these grades are popular with female employees, either because of the type of work involved or because a large number of the job roles are part-time, which can be balanced against out of work responsibilities. This pattern is observed across the whole of the UK workforce and is a result of deep-rooted gender hierarchies in the labour market and is influenced by stereotypical thinking around “male” and female” occupations.

6 Full-time Gender Pay Gap 2015/16 for Basic Pay only compared with other local authorities (Council and Schools) (data taken from LG Inform)

	Female Employees ♀		Pay Gap		Male Employees ♂
Barnsley Council Basic Pay Median (mid-point)	£22,443 ←		which is 93.7% of (or 6.3% less than)		£23,945 →
Yorkshire & Humber Region authorities Median (mid-point)	£18,245 ←		which is 83.6% of (or 16.4% less than)		£21,833 →
All English authorities Median (mid-point)	£21,006 ←		which is 86.1% of (or 13.9% less than)		£24,397 →



The 2014/15 Local Government Earnings Survey (the most recent figures available) reveals that the **pay gap between full-time male and female employees in Barnsley Council is significantly smaller than for local authorities in the Yorkshire & Humber region and England overall.**

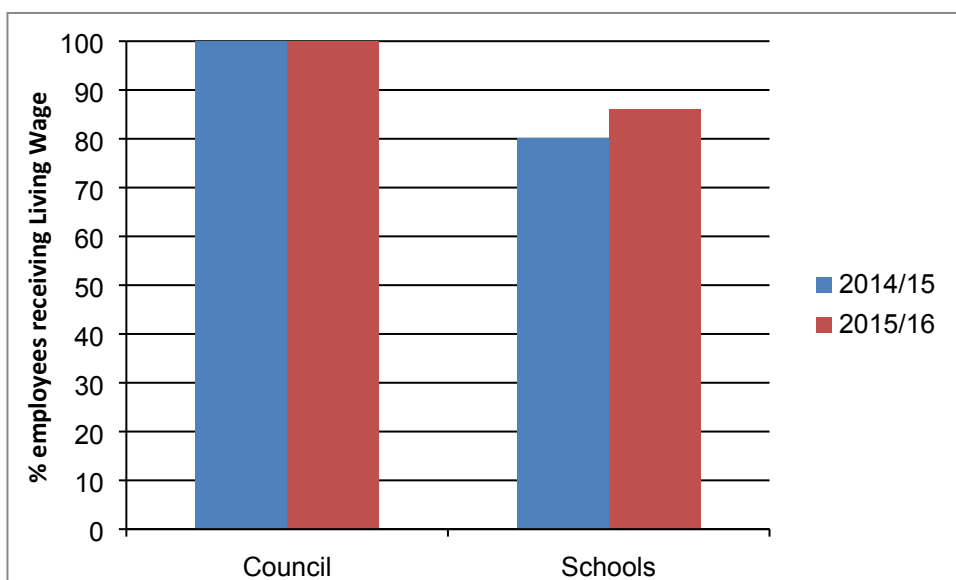
This does not reflect the full picture. Data for part-time employees from the same source is not considered to be a reliable comparison to data held locally and so has not been used. There is strong correlation between part-time work and lower pay linked to occupational gender segregation, which increases overall pay gaps between males and females.

7

Living Wage and the Gender Pay Gap 2015/16 (Council and Schools)

	Eligible Employees receiving the Living Wage in the Council only							
	Female ♀		Male ♂		Total		%	
	Yes	No	Yes	No	Yes	No	Yes	No
Grade 1	8	0	13	0	21	0	100	0
Grade 2	19	0	11	0	30	0	100	0
Total	27	0	24	0	51	0	100	0

	Eligible Employees receiving the Living Wage in Schools only							
	Female ♀		Male ♂		Total		%	
	Yes	No	Yes	No	Yes	No	Yes	No
Grade 1	442	71	10	1	452	72	86	14
Grade 2	93	15	14	1	107	16	87	13
Total	535	86	24	2	559	88	86	14



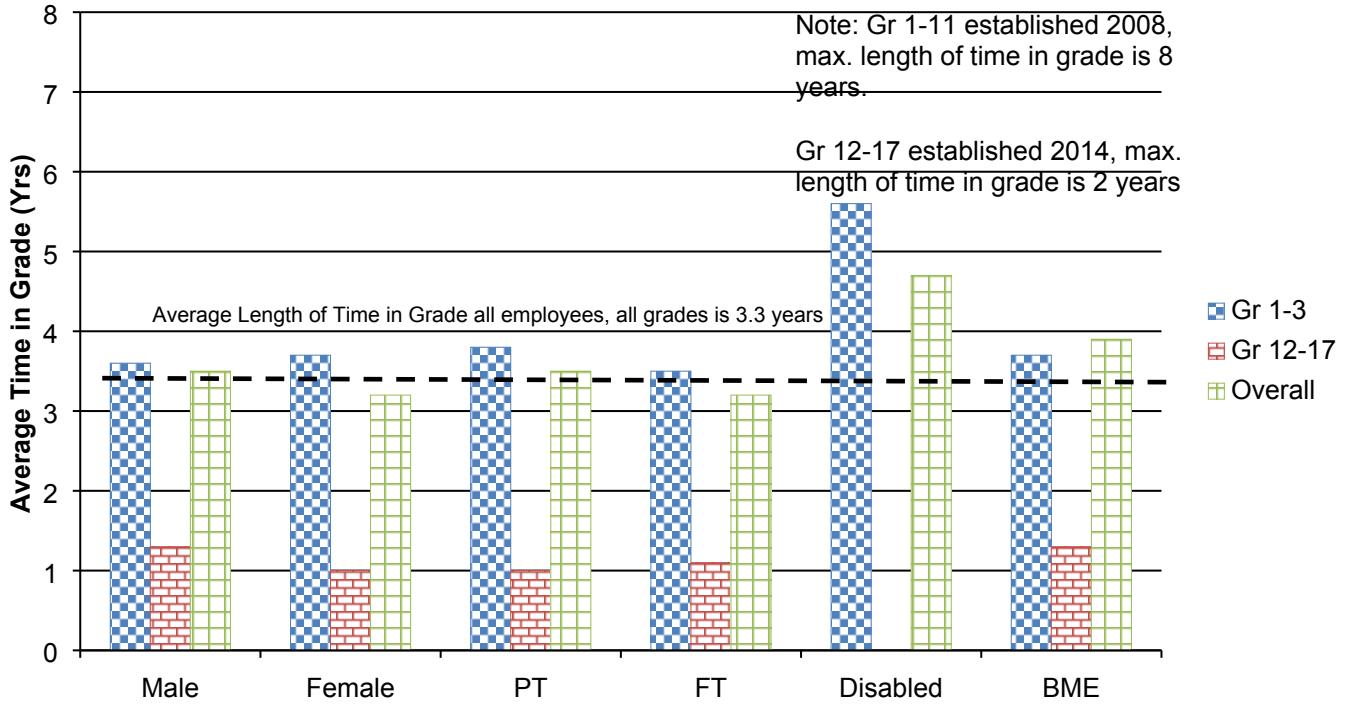
The Living Wage was implemented by the Council on 1 April 2014. It is paid as a supplement to basic pay. The Living Wage is an hourly wage rate set independently by the Centre for Research in Social Policy (CRSP) and is updated annually in November each year. For 2015/16 the hourly rate outside of London was £7.85 per hour. It is separate to the National Living Wage, which is set by the government and which replaces the National Minimum Wage from April 2016. **51 employees within the Council benefited from this hourly rate of £7.85, which was 100% of those eligible to receive the payment.**

Within schools, decisions regarding pay and grading are taken by the respective governing bodies with strategic advice provided by the Council. **In 2015/16, 559 employees within schools received the Living Wage, which was 86% of those eligible to receive the payment. This is compared to 678 employees who received the payment in 2014/15 (80% of those eligible).**

8

Average Length of Time in Grade 2015/16 (Council and Schools)

**Table 8.1: Average Length of Time Spent in Grade
(Council and Schools) 2015/16**



Length of time spent within a particular grade can be interpreted in a number of ways. It might represent satisfaction with a particular role / working arrangement and no inclination to change these. It might indicate lack of opportunities to progress to a more highly paid role. Shorter length of time within a particular role should be looked at in conjunction with data relating to grade changes. Not all grade changes are voluntary or desired, some might represent a decrease in grade, either voluntary or compulsory via redeployment.

Taking this into account, the data above indicates that employees in Grades 1-3 spend longer than the average employee within their grades. There is no significant difference between male and female employees within Grades 1-3. This might represent a lack of promotion opportunities, a level of satisfaction with the status quo, or that those jobs suit the

individual's out of work commitments at that time. As a significant proportion of Grade 1-3 jobs are part time, it might also reflect a lack of flexible working options in higher graded roles.

The data indicates that BME and Disabled employees of all grades spend longer than the average employee within their grade. Further work to explore career progression for particular cohorts of individuals would be beneficial to be able to draw conclusions and plan as required.

9 Pay gaps by equality characteristic 2014/15 to 2015/16

Some pay gaps do exist within all the areas reviewed. A summary is provided below according to the category rating (red, amber, green). **None of these currently exceed 3%, which is the level at which the Equality and Human Rights Commission recommend that further investigation is required.**

Summary of equality characteristics reviewed (gender, disability and religion) <small>*other equality characteristics to be reviewed on a rolling basis in future reviews</small> Grades 1-17 (2014/15 vs 2015/16) (Grades 1-11 and Hay Grades 1-7 in 2008/09)			
Number of Pay Gaps	Red (requires attention) >± 5%	Amber (no major cause for concern) (±3% to ±5%)	Green (no pay gap) < ±3%
2008/09	0	3	29
2014/15	0	0	46
2015/16	0	0	45
Direction of Travel	↔	↓ ✓	↑ ✓

There are no red or amber pay gaps requiring attention or action across any equality characteristics in 2015/16. This is an overall reduction since 2008/9. This only applies to individual grades. The overall pay gap between male and female employees is discussed in sections 5 and 6 of this document.

Gender of employees - Total pay gaps (2008/09 vs 2014/15 vs 2015/16) Grades 1-17 (Grades 1-11 and Hay Grades 1-7 in 2008/09)			
Number of Pay Gaps	Red (requires attention) >± 5%	Amber (no major cause for concern) (±3% to ±5%)	Green (no pay gap) < ±3%
2008/09	0	2	16
2014/15	0	0	17
2015/16	0	0	17
Direction of Travel	↔	↓ ✓	↔

The number of pay gaps between 3-5% has decreased since 2008/09. No significant pay gaps in 2015/16 report.

Disability status of employees - Total pay gaps (2008/09 vs 2014/15 vs 2015/16) Grades 1-17 (Grades 1-11 and Hay Grades 1-7 in 2008/09)			
	Red (requires attention) >± 5%	Amber (no major cause for concern) (±3% to ±5%)	Green (no pay gap) < ±3%
2008/09	0	1	13
2014/15	0	0	12
2015/16	0	0	11
Direction of Travel	↔	↓ ✓	↔

No significant changes to report.

Religion of employees - Total pay gaps (2008/09 vs 2014/15 vs 2015/16) Grades 1-17 (Grades 1-11 and Hay Grades 1-7 in 2008/09)			
	Red (requires attention) >± 5%	Amber (no major cause for concern) (±3% to ±5%)	Green (no pay gap) < ±3%
2008/09	Data not available		
2014/15	0	0	17
2015/16	0	0	17
Direction of Travel	↔	↔	↔

No significant changes to report.