

GENDER PAY GAP



REPORT 2017



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BARNSLEY
Metropolitan Borough Council



At Barnsley Council we value diversity and are committed to equality within our workforce. Our ambition for Barnsley Council is to be a place where everyone is valued, respected, treated fairly and with dignity.

As an equal opportunities employer, we believe that if we have a workforce that reflects the diversity of the local population, is treated equally and fairly, and has the opportunity to grow and develop at work it will help us to provide the best possible service to the people of Barnsley.

The approach we take to equality and diversity is informed by our Vision and Values and seeks to address the challenges we face, and to learn from the progress and achievements we have made so far.

We recognise that like many other employers we have a gender pay gap. We are confident that men and women are paid equally for doing the same job; however, like other public sector organisations we employ a greater proportion of women than men in our workforce and in lower graded roles. To start to address this issue we have introduced the Foundation Living Wage to increase salaries of the lowest paid and we have a robust action plan in place which identifies what we are going to do to tackle the gender pay gap.

We acknowledge that while ever we have a gender pay gap we have work to do and as a council we are fully committed to address this imbalance.

A handwritten signature in black ink that reads "Diara Teris".

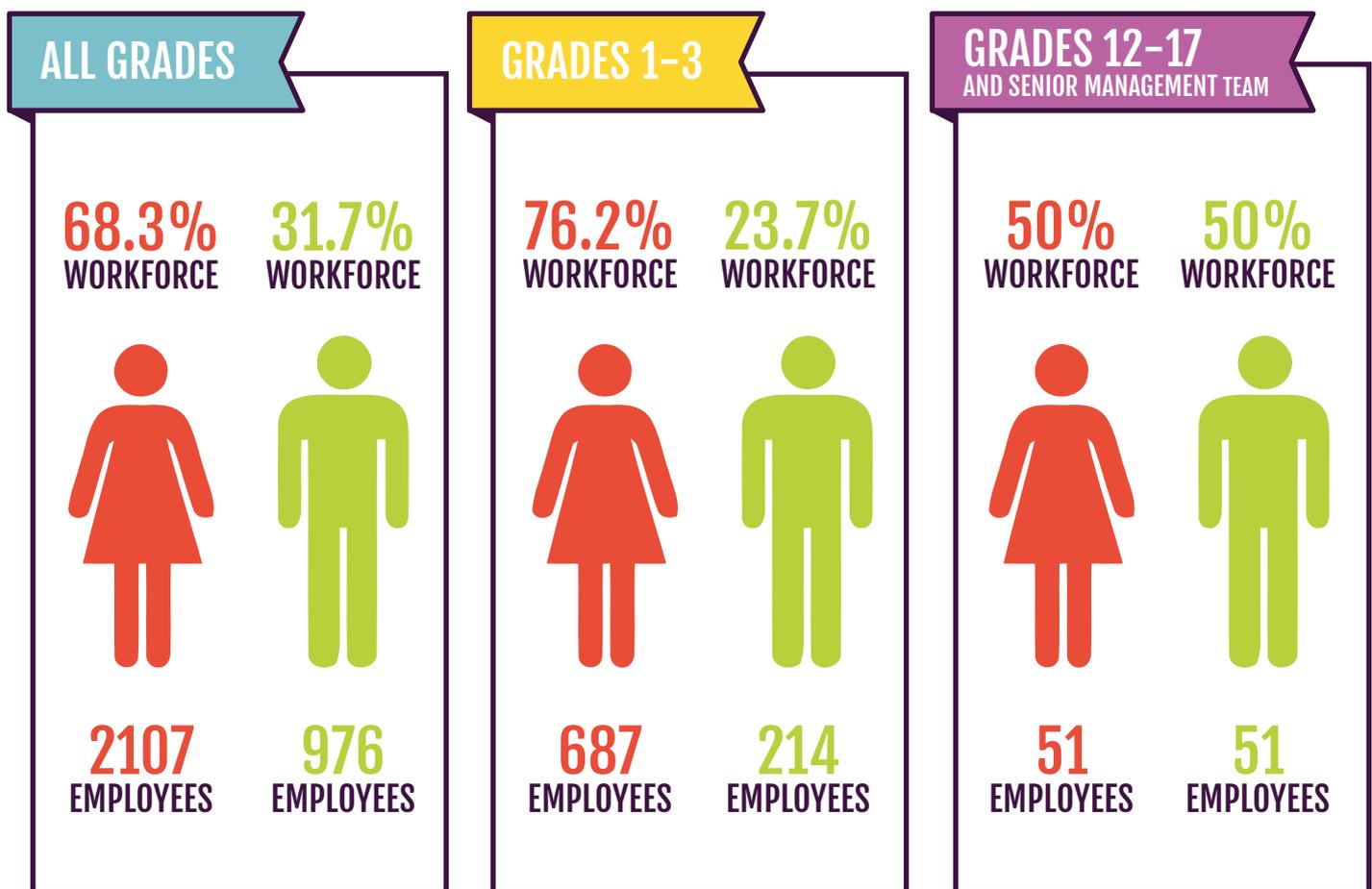
Chief Executive

UNDERSTANDING BARNSELEY COUNCIL'S GENDER PAY GAP

Being committed to promoting equality of opportunity for our workforce and tackling workplace exclusion is important to achieving our vision and values. In support of this the Council have undertaken and published equal pay reviews voluntarily since 2007, identifying and fulfilling any action points each year.

The following analysis has been carried out according to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which places a mandatory requirement on public sector employers with 250 or more employees, using pay data as of 31 March 17.

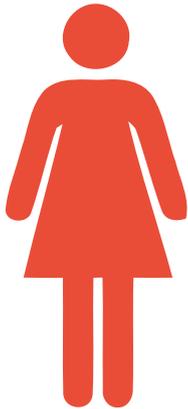
Barnsley Council's Workforce Composition



The council's workforce is predominantly female at 68.3%. The majority of female employees are clustered within the bottom three grades. 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 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.

HOURLY RATE OF PAY

£12.89
MEAN*



£14.03
MEAN*



8.1% MEAN
DIFFERENCE

£11.14
MEDIAN*



£12.72
MEDIAN*



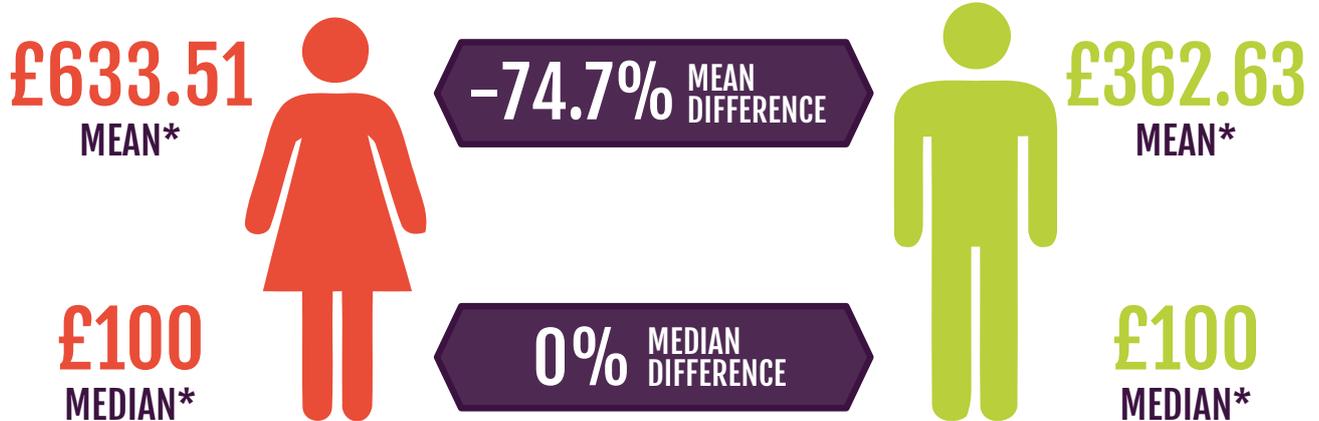
12.4% MEDIAN
DIFFERENCE

*Mean: a comparison of the average pay for a female and the average pay for a male. Median: a comparison of the "middle" pay for a female if all pay amounts were sorted from low to high and the "middle" pay for a male. If there is an even number of results, the median will be the mean of the two central numbers.

Results show that a female employee earns on average either 8.1% less or 12.4% less than a male employee according to the measurement chosen. This is compared to 18.1% and 23% nationally.

BARNSELY COUNCIL'S BONUS GENDER PAY GAP

BONUS PAY



*Mean: a comparison of the average pay for a female and the average pay for a male. Median: a comparison of the "middle" pay for a female if all pay amounts were sorted from low to high and the "middle" pay for a male. If there is an even number of results, the median will be the mean of the two central numbers.

Results show that female employees received 74.7% more in bonus pay than male employees.

For gender pay gap reporting purposes bonus payments include productivity, performance and incentive payments and the council doesn't make any of these payments.

The council does however operate a long service award of a £100 voucher upon achievement of 25 years' service.

The long service award is consistently applied to all employees upon them achieving 25 years' service. 28 employees received the award of which 19 employees (67.8%) were female and 9 employees (32.1%) were male. This is reflective of the council's workforce composition

The council also has a Recruitment & Retention Policy where one off payments can be awarded to recruit or retain employees in key posts. As part of the approvals process associated with recruitment and retention payments managers are required to consider the wider impact on protected characteristics before awarding a payment.

A recruitment payment was applied consistently to 2 new appointments in the same job role, 1 male (50%) and 1 female (50%).

A retention payment was applied to 10 employees (80% female and 20% male). The payment was applied consistently to 8 employees who were in the same job role (6 female and 2 male). The remaining 2 employees (both female) were in different roles and therefore paid different amounts.

PROPORTION OF FEMALES AND MALES RECEIVING A BONUS PAYMENT

NUMBER OF EMPLOYEES RECEIVING A BONUS PAYMENT



28



12

PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



1.3%

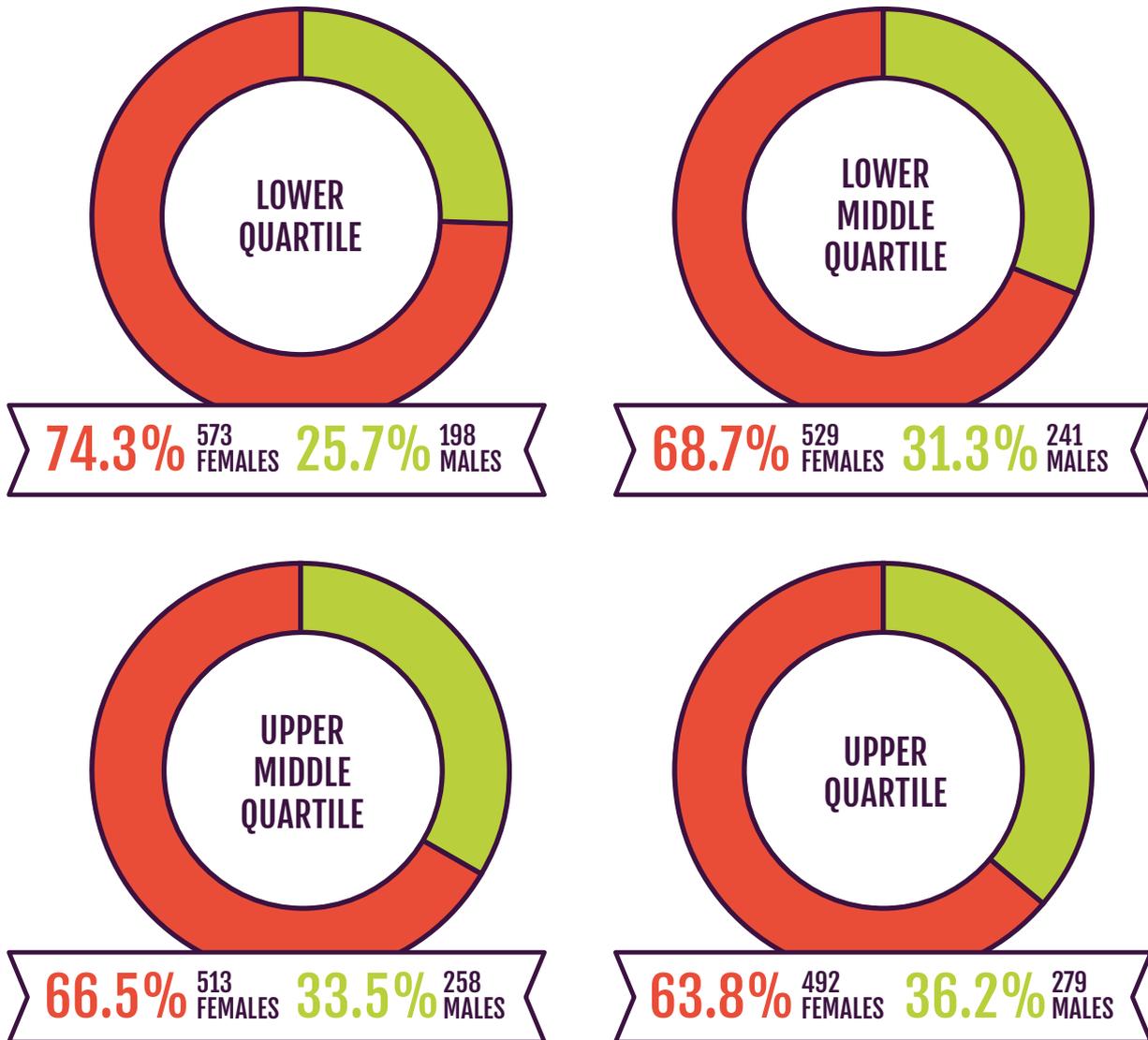


1.2%

The proportion of employees who have received a payment that is categorised for gender pay gap reporting as a bonus indicates proportionally that both males and females are treated the same with only a 0.1% difference.

PROPORTION OF FEMALES & MALES IN EACH QUARTILE PAY BAND

QUARTILE PAY BAND



*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 17, was 3083, which 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 rate of pay being distributed evenly by gender where they cross the quartile boundaries.

Analysis shows that the gender distribution between the quartiles is not even - more females are employed (68.3%) than male. In particular female employees make up approximately 76.2% of the three lowest grades (1 - 3) which sit within the lower quartile.

TACKLING THE GENDER PAY GAP

As part of our ongoing commitment to addressing our gender pay gap we have developed a series of actions that the Council will focus on to try and reduce the gap. These actions will become part of the Council's Workforce Diversity Plan.

