

Barnsley
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Gender Pay Gap Report 2023



BARNSLEY
Metropolitan Borough Council

Our overarching Barnsley 2030 ambition is that we want Barnsley to be the Place of Possibilities for everyone.

Our aim is to ensure equality, diversity and inclusion are central to our culture and our council is a welcoming place where everyone is valued, respected and treated fairly with dignity.

We maintain our belief in pay fairness and transparency, which is why I am delighted that both our median and mean pay gaps have reduced in the 2023 reporting period, with our median pay gap reducing from zero to -1.8% and our mean pay gap reducing from 3.4% to -0.9%.

We acknowledge that our gender pay gap will fluctuate as the data is dependent on a number of contributing factors, but we remain committed to addressing any imbalance and will continue to review and address all actions included in our key supporting strategies.



A handwritten signature in black ink, appearing to read 'Sarah Norman', followed by a long horizontal line.

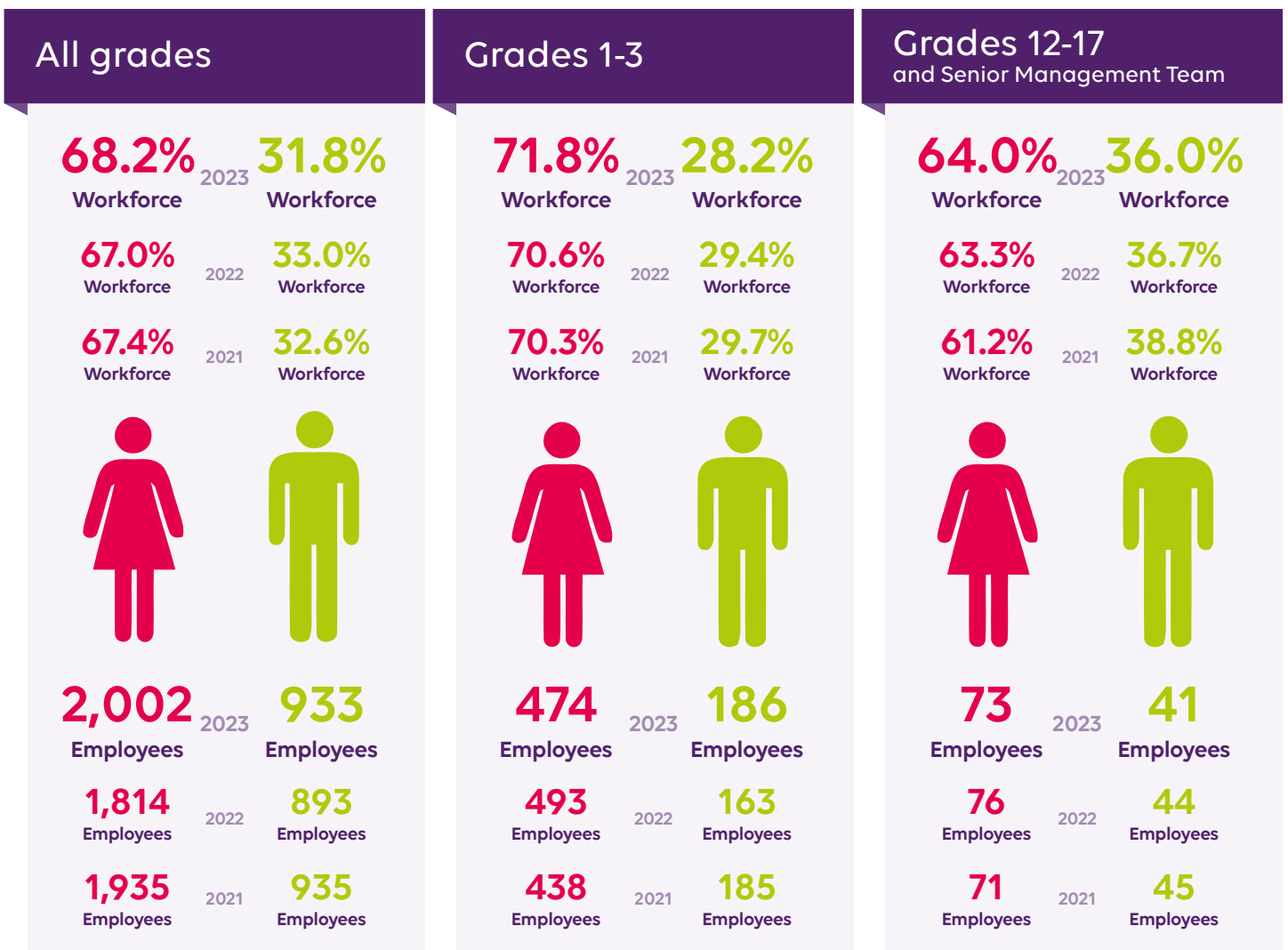
Sarah Norman, Chief Executive

Understanding 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, we 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 to report their gender pay gap by 30 March each year using pay data as at 31 March the previous year. The pay period in this case refers to data collated from March 2023.

Workforce Composition



Our workforce is predominantly female at 68.2%. Grades 1-3 see the highest ratio of female employees. 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.

Gender Pay Gap

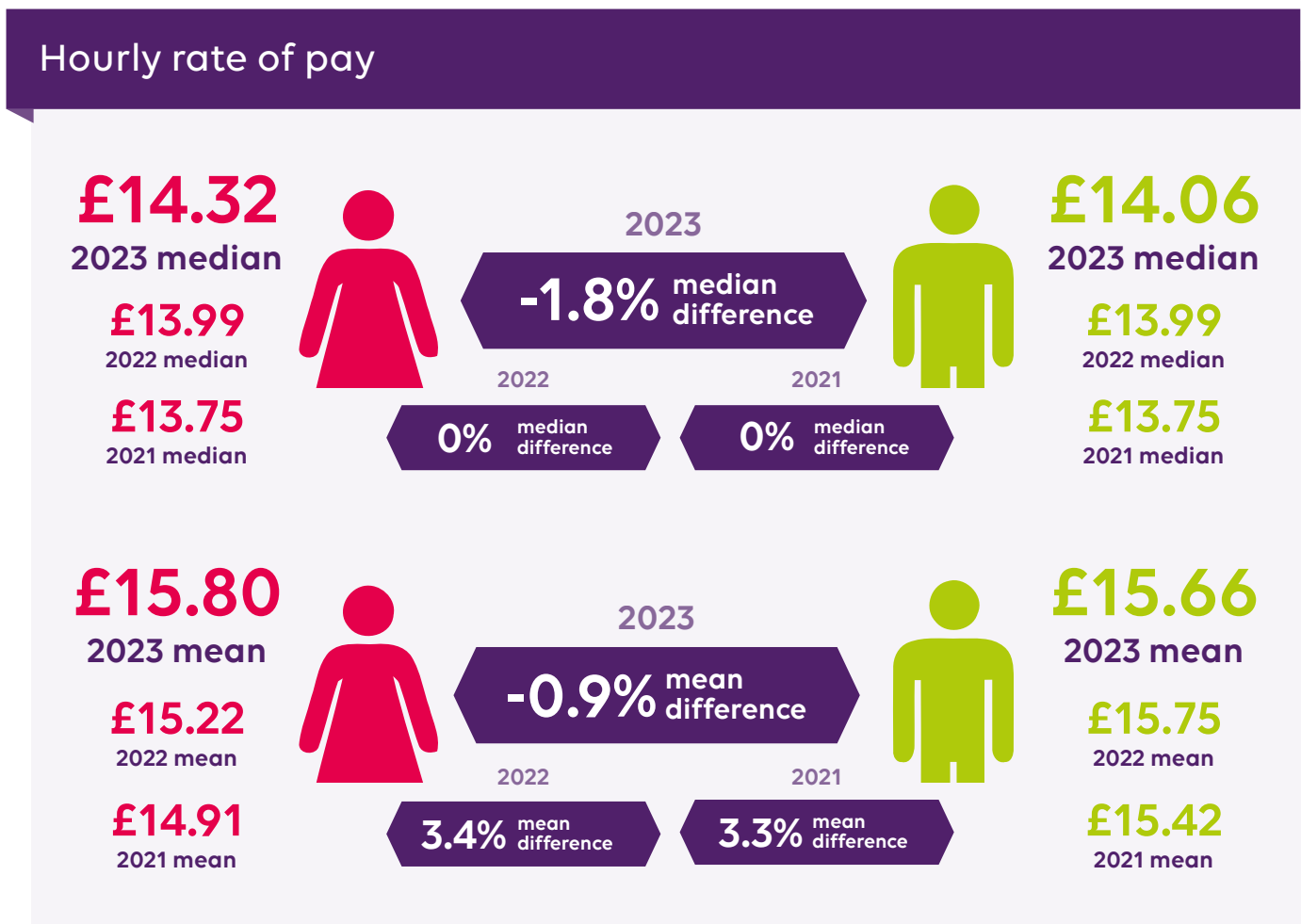
The calculations on page 4 and 5 make use of two types of averages:

Median – which involves listing all of the numbers in numerical order (lowest to highest) and selecting the middle number. If there is an even number of results, the median is the mean of the two central numbers.

Mean – which involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Whilst a mean (or average) is traditionally a popular measure, averages are affected more by who is included in the data collection. It is more influenced by very low or very high pay, compared with the rest of the sample. For example, if we included a number of highly paid employees the mean pay could increase significantly.

The median however is less influenced by low or high earners and is usually a better measure of a mid point and for this reason we consider median pay to be a more representative figure than mean pay.



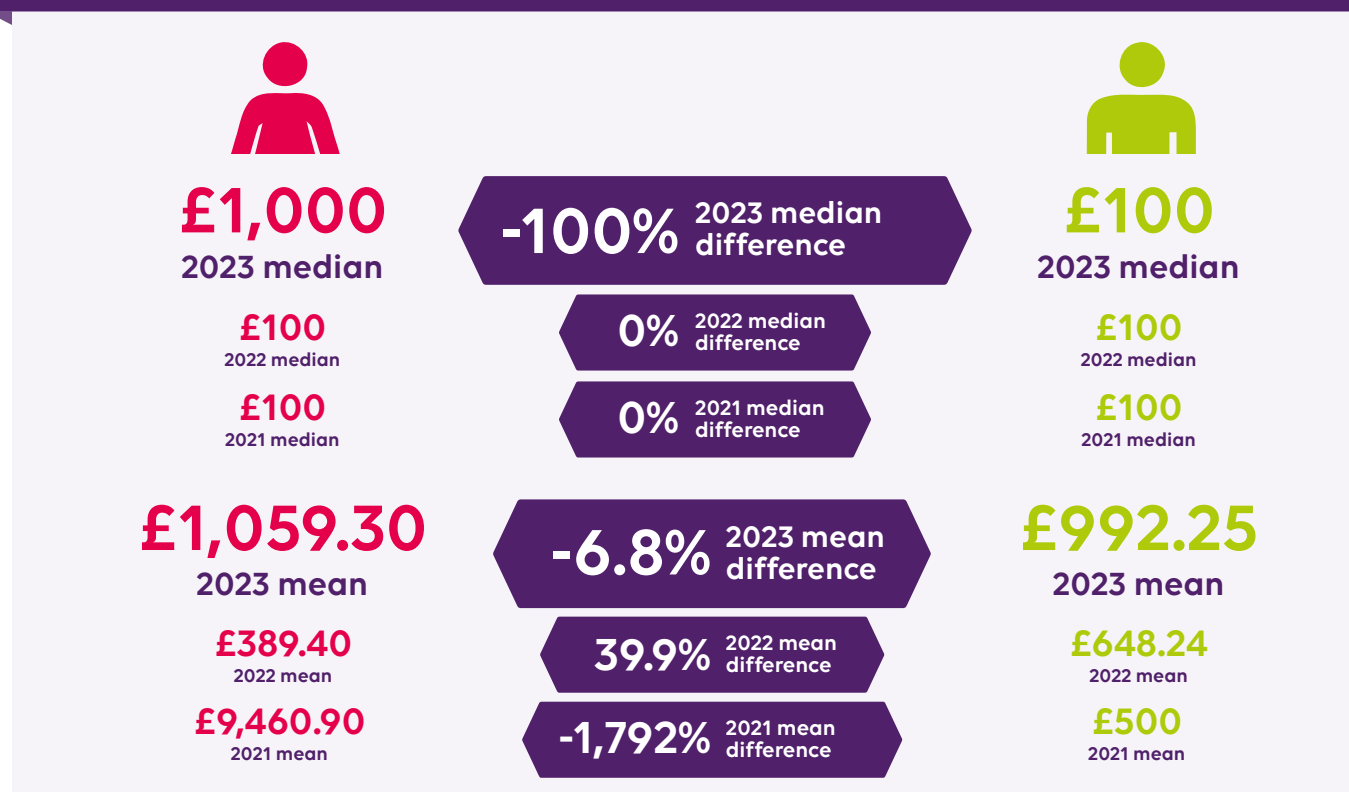
Results show that in the 2023 pay period, a female employee earns on average either 1.8% more (median) or 0.9% more (mean) than a male employee according to the measurement chosen. This is compared with 14.3% average nationally according to the Office for National Statistics. We believe the median and mean pay gaps have altered due to continued changes to the gender makeup of the organisation, and an increase in hourly rates of lower graded and predominantly female employees' pay due to incremental progression.

Bonus Gender Pay Gap

For the purpose of gender pay gap reporting, the Government's statutory guidance defines one off recruitment and retention incentive payments as 'bonus pay' and should therefore not be confused with 'bonus pay' for equal pay purposes. For our gender pay reporting purposes, bonus payments include the overall number of employees receiving the following:

- Long service award of a £100 voucher awarded to all employees upon achievement of 25 years' service.
- One-off payments to recruit or retain employees in key posts to ensure we maintain a skilled and experienced workforce. Managers are required to consider the wider impact on protected characteristics before awarding a payment.

Bonus Pay



The median and mean bonus pay shows that females received more in bonus pay than males. This is due primarily to recruitment and retention payments. A targeted recruitment campaign within a service area where occupational gender segregation occurs has meant that 48 females (94.1%) received a payment compared with 3 males (5.9%). Outside the recruitment campaign there were 3 males who received more in recruitment and retention payments than 1 female. This shows an increase overall compared with 2022 (6 females and 2 males).

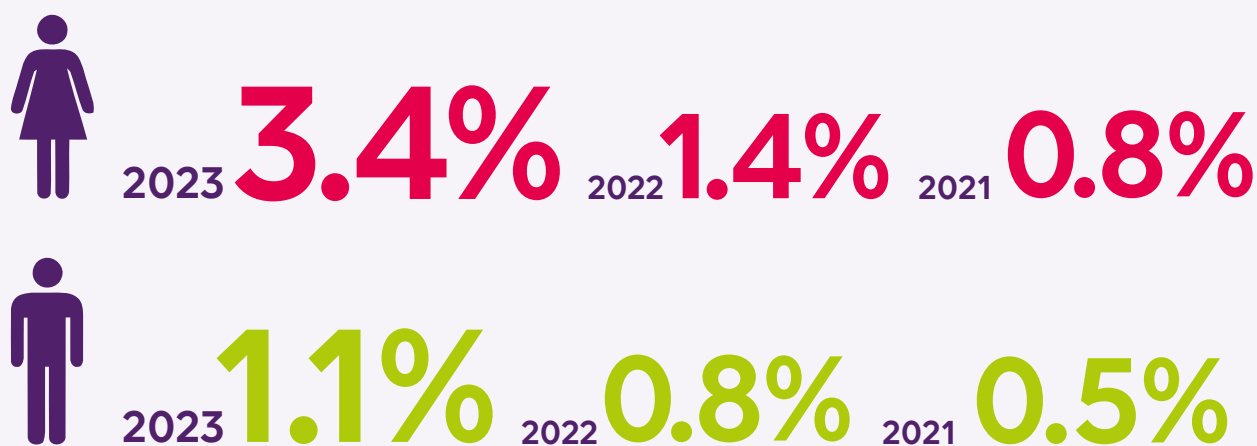
There were 35 employees who received a £100 voucher for long service, 28 female (80%) and 7 male (20%). This reflects an increase for both females and males in 2023 compared with 2022 (24 females and 6 males). Recruitment and retention applications are received on an ad hoc basis and relate to specific posts at a variety of different grades, resulting in different payments made. However, all applications undergo a rigorous approvals process including assessing any impact on equalities. As the results show bonus pay results fluctuate dependent on the variety of applications received.

Proportion of females and males receiving a bonus payment

Number of employees receiving a bonus payment



Proportion of employees receiving a bonus payment



The proportion of employees who have received a payment that is categorised for gender pay gap reporting as a bonus indicates broadly that both males and females are treated similarly with only a 2.3% difference.

Proportion of females and males in each quartile pay band

Quartile pay band



69.9% 513 females **30.1%** 221 males

2023

70.1% 474 females **29.9%** 202 males

2022

68.9% 494 females **31.1%** 223 males

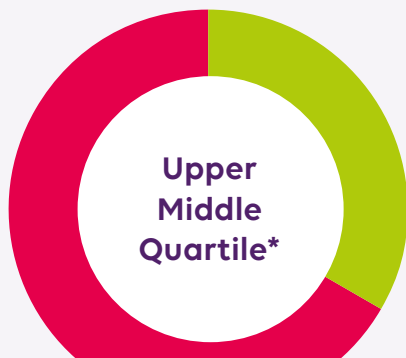
2021



65.1% 478 females **34.9%** 256 males

65.6% 444 females **34.4%** 233 males

67.2% 482 females **32.8%** 235 males



67.3% 494 females **32.7%** 240 males

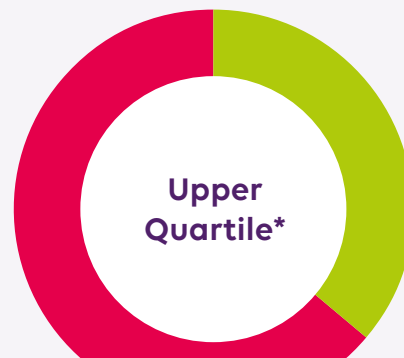
2023

67.4% 456 females **32.6%** 221 males

2022

68.4% 491 females **31.6%** 227 males

2021



70.5% 517 females **29.5%** 216 males

65.0% 440 females **35.0%** 237 males

65.2% 468 females **34.8%** 250 males

*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 2023 was 2,935, 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 continues to show that the gender distribution between the quartiles is not even. Overall more females are employed (68.2%) than males (31.8%) with female employees making up approximately 71.8% of the three lowest grades (1 – 3) which sit in the lower quartile. The upper quartile shows the largest change from the four quartiles, with an increase in females moving to senior positions (17.5%).

Tackling the gender pay gap

Over the last 12 months, we have:

- undertaken an organisational Equality, Diversity and Inclusion (EDI) survey to better capture, review and understand our workforce demographics
- introduced refresher training on unconscious bias for recruitment panel members
- reinforced the benefits of employee network groups in support of employee attraction and retention

Over the next 12 months, we will:

- undertake further analysis of equality data to address any potential barriers for applicants and areas of gender under-representation within services
- support the development of career pathways within our service through our organisational efficiency programme
- continue to monitor leavers by gender and grade, including reasons for leaving, learning and acting on any feedback received
- undertake a full review of job design and evaluation processes to identify and address any potential barriers or bias in recruitment, performance, evaluation and reward decisions