

GENDER PAY GAP

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REPORT 2020



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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.

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.

Due to the challenges faced by organisations as a result of the Covid-19 pandemic, the Government Equalities Office and the Equality and Human Right Commission suspended the gender pay gap reporting regulations for the 2019 reporting year. As a council we believe in pay fairness and transparency, and therefore recognised the importance of continuing to report and publish our 2019 pay gap. Sadly, due to the ongoing effects of Covid-19 on our council services, this has affected our ability to carry out and implement particular actions identified in the 2019 report. However, I am pleased to say that our mean pay gap has reduced and our median pay gap is close to zero.

We continue to recognise that this is a long term journey and therefore acknowledge while ever we have a gender pay gap we still have work to do. We have rationalised the action plan to align it with our key workforce strategies to ensure the council can continue to address the imbalance with our gender pay gap.

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

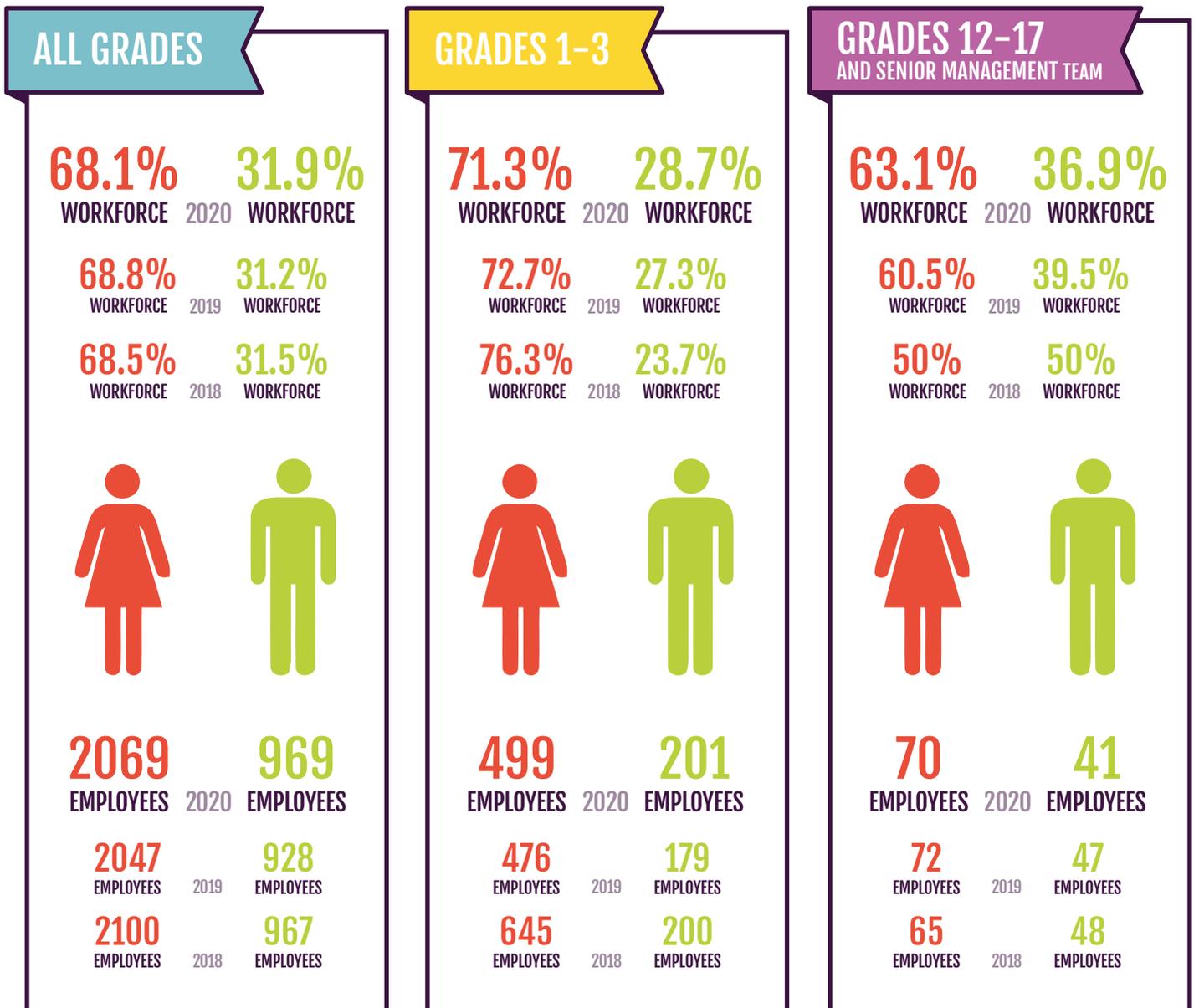
Sarah Norman, Chief Executive

UNDERSTANDING BARNSELY 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.

Barnsley Council's Workforce Composition



The council's workforce is predominantly female at 68.1%. 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.

BARNSELY COUNCIL'S GENDER PAY GAP

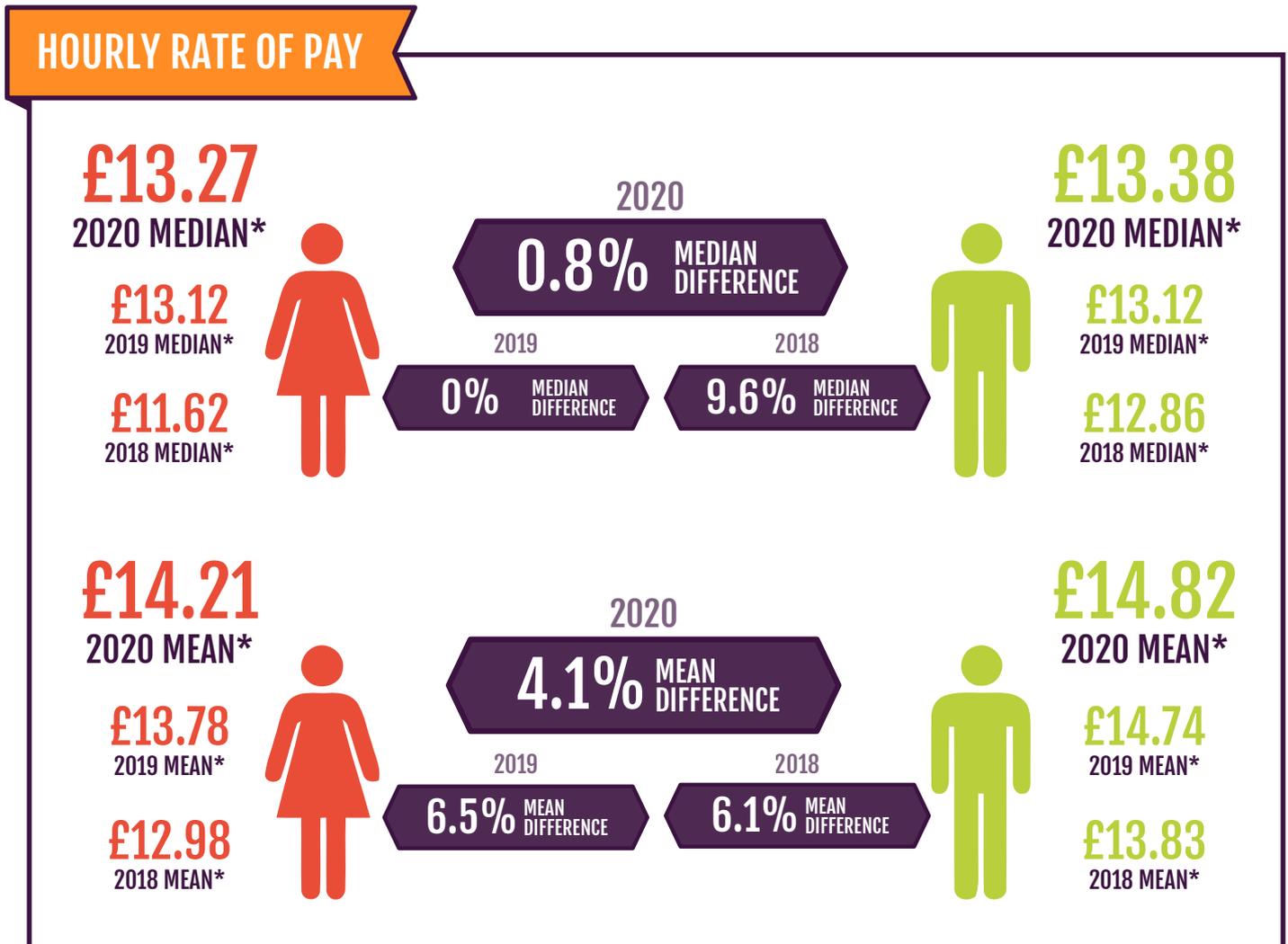
The calculations on page 4 and 5 make use of two types of averages:

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 2020 pay period a female employee earns on average either 0.8% less or 4.1% less than a male employee according to the measurement chosen.

This is compared with 17.4% nationally according to the Office for National Statistics.

We believe that our Mean and Median gender pay gaps have altered as a result of continued changes to the makeup of the organisation and increases in hourly rates of pay throughout the four quartile pay bands.

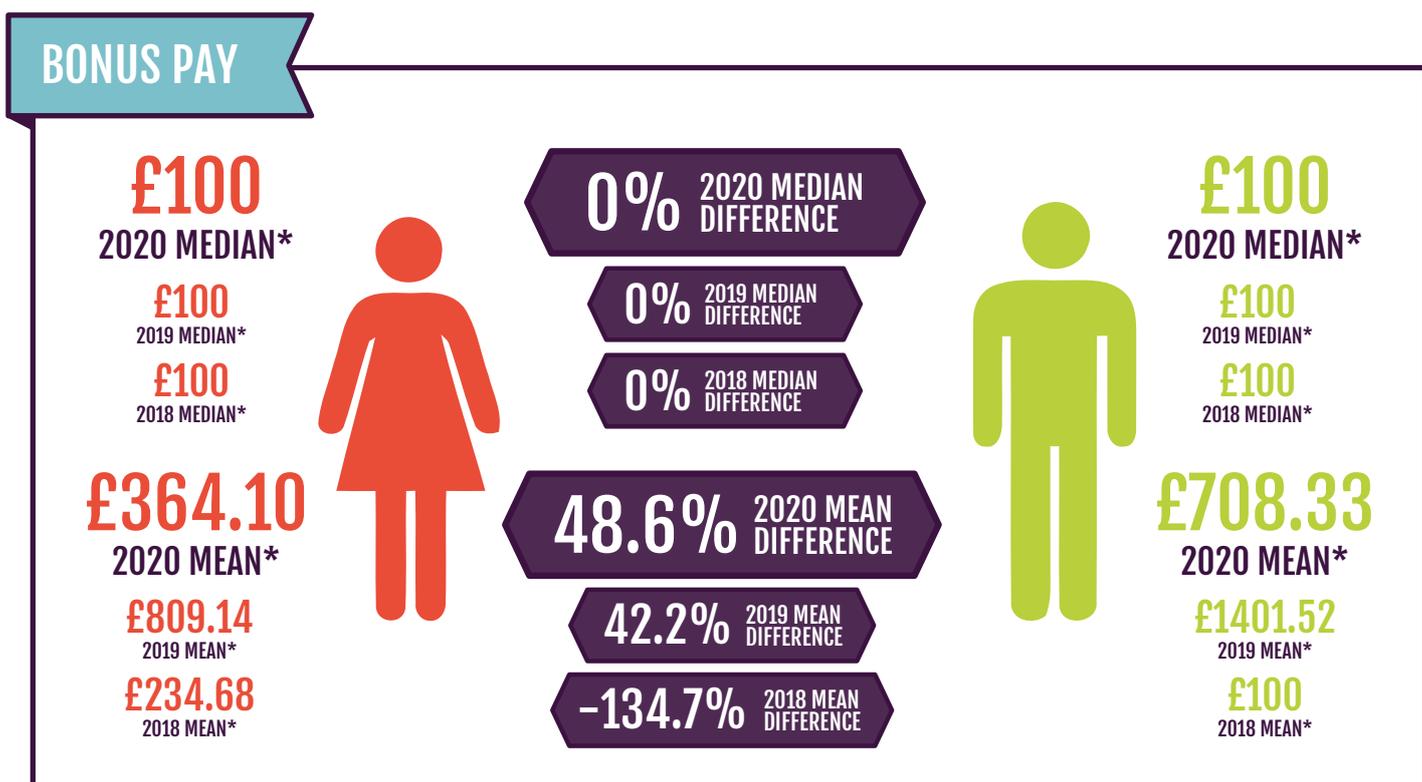
For example, pay rates have increased due to the implementation of the updated national pay spine as part of the Year 2 NJC Pay award deal agreed in 2018, which mainly affected increases to grades 1-7. We have also seen a decrease in females and increase in males in Grades 1-3 and a slight reduction in both females and males in Grades 12+.

BARNSELY COUNCIL'S BONUS GENDER PAY GAP

For gender pay gap reporting purposes bonus pay includes anything that relates to profit sharing, productivity, performance and commission for which the Council doesn't make any of these payments.

Bonus pay also includes long service awards with a monetary value and incentive payments, which have been taken into account in the calculation of bonus pay as follows. The Council operate a long service award of a £100 voucher, which is applied consistently to all females and males upon achieving 25 years service.

The Council has a Recruitment and Retention Policy where one off payments can be awarded to recruit or retain employees in key posts to ensure that the Council maintains a skilled and experienced workforce. 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.



The median bonus pay continues to show that females and males are paid equally. This is due to the long service award payment of a £100 voucher being applied consistently to both females and males upon them achieving 25 years service.

Within the 2020 bonus pay period 35 employees achieved 25 years service and received a £100 voucher. 23 were female (65.7%) and 12 were male (34.3%). This reflects a reduction in both females and males achieving 25 years service compared with previous figures, however this is still reflective of the Councils workforce. The mean results show that female employees received 48.6% less in bonus pay than males. This is due to the retention payment amounts paid to males being higher than those paid to females.

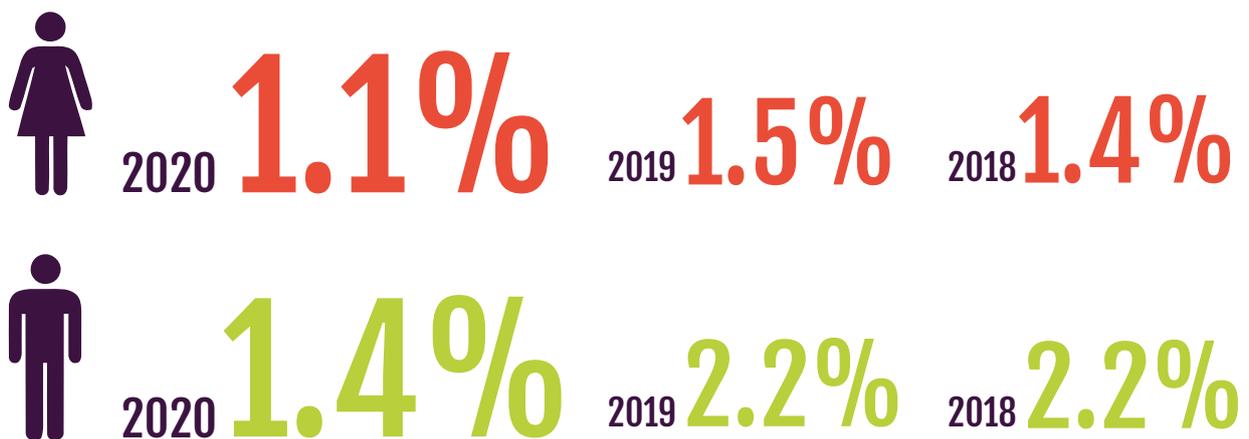
4 retention payments were applied to 2 females and 2 males within the 2020 bonus pay period. Retention payments are made up of a lump sum payment of 10% of the employees current salary. So although it appears that the mean difference is in favor of males this is purely down to 1 male earning a higher salary and therefore the 10% lump sum has been applied consistently to all. This is another reason we consider median pay to be a more representative figure than mean pay, as the results show that bonus pay will continue to fluctuate as a result of the recruitment or retention payments.

PROPORTION OF FEMALES AND MALES RECEIVING A BONUS PAYMENT

NUMBER OF EMPLOYEES RECEIVING A BONUS PAYMENT



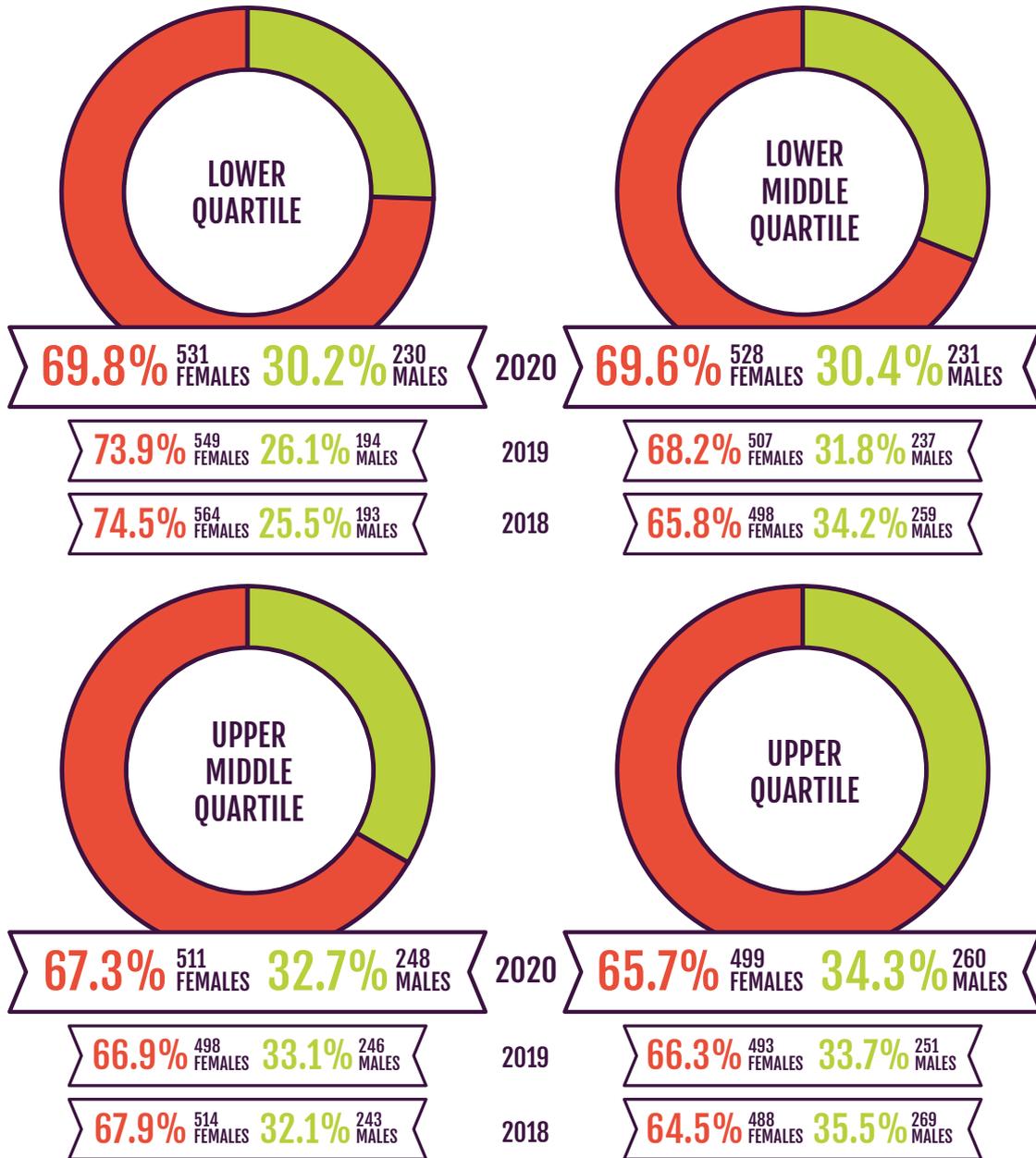
PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



The proportion of employees who have received a payment that is categorised for gender pay gap reporting as a bonus indicates overall that both males and females are treated the same with a 0.3% 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 2020 was 3038, 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 - more females are employed 68.1% than male. In particular female employees make up approximately 71.3% 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 rationalised our action plan. The following actions are now aligned with the councils key workforce strategies.

- Investigate how gender pay gap findings can support improving the gender pay profile
- Assess whether there is (and extent to which) any occupational gender-segregation or gender imbalance in promotional opportunities across all grades.
- Investigate how to improve career pathways across all grades.
- Undertake analysis on recruitment applicant pools and assess how this compares against actual applicants.
- Undertake analysis to identify any positive shifts (and extent to which) in cultural change within the council.
- Undertake analysis on leavers by gender and seniority to identify if a higher % of females are leaving more quickly than males (particularly in higher paid positions) and reasons why.

