

Barnsley  
**2030**



# Gender Pay Gap Report 2021



**BARNSLEY**  
Metropolitan Borough Council

At Barnsley Council, we value diversity and are committed to equality and inclusion within our workforce.

Our ambition for Barnsley Council is to be a place where everyone is valued, respected, treated fairly and with dignity.

We continue to believe in pay fairness and transparency, which is why I am really pleased to say that our median pay gap has reduced to zero, and our mean pay gap has reduced further and is now even closer to zero.

This is our fifth gender pay gap report and although we can see our pay gaps have positively reduced, we acknowledge that while ever we have any pay gaps we still have work to do.

We continue to recognise this is a long term journey, and as part of our ongoing commitment to addressing our gender pay gap, we are continuing to monitor and address all actions which were subsumed into our key workforce strategies in 2020. This ensures we continue to address any imbalance with our gender pay gap.



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

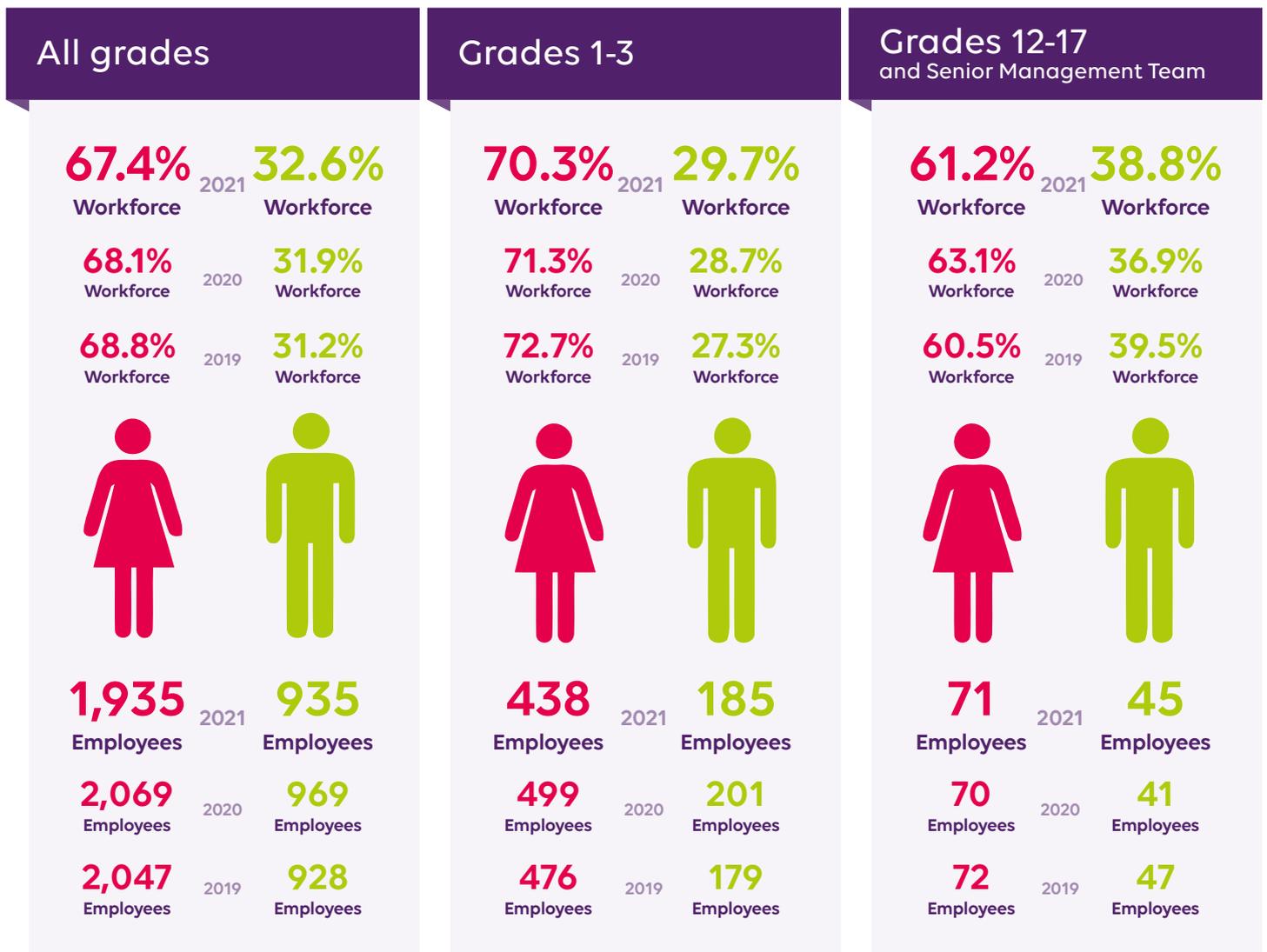
Sarah Norman, Chief Executive

# 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.

## Workforce Composition



Our workforce is predominantly female at 67.4%. 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.

# Gender Pay Gap

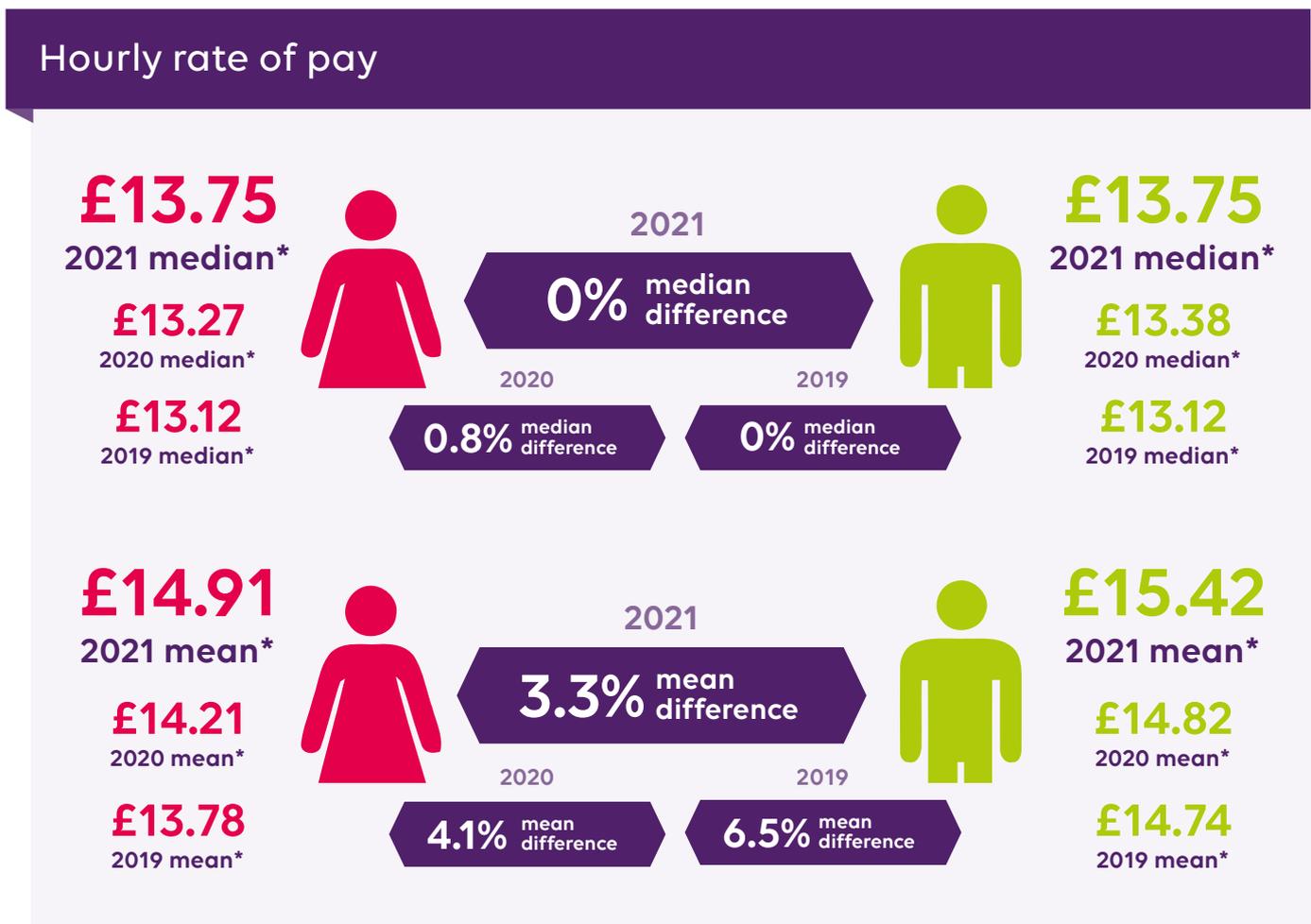
The calculations on page 4 and 5 make use of two types of averages:

**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.



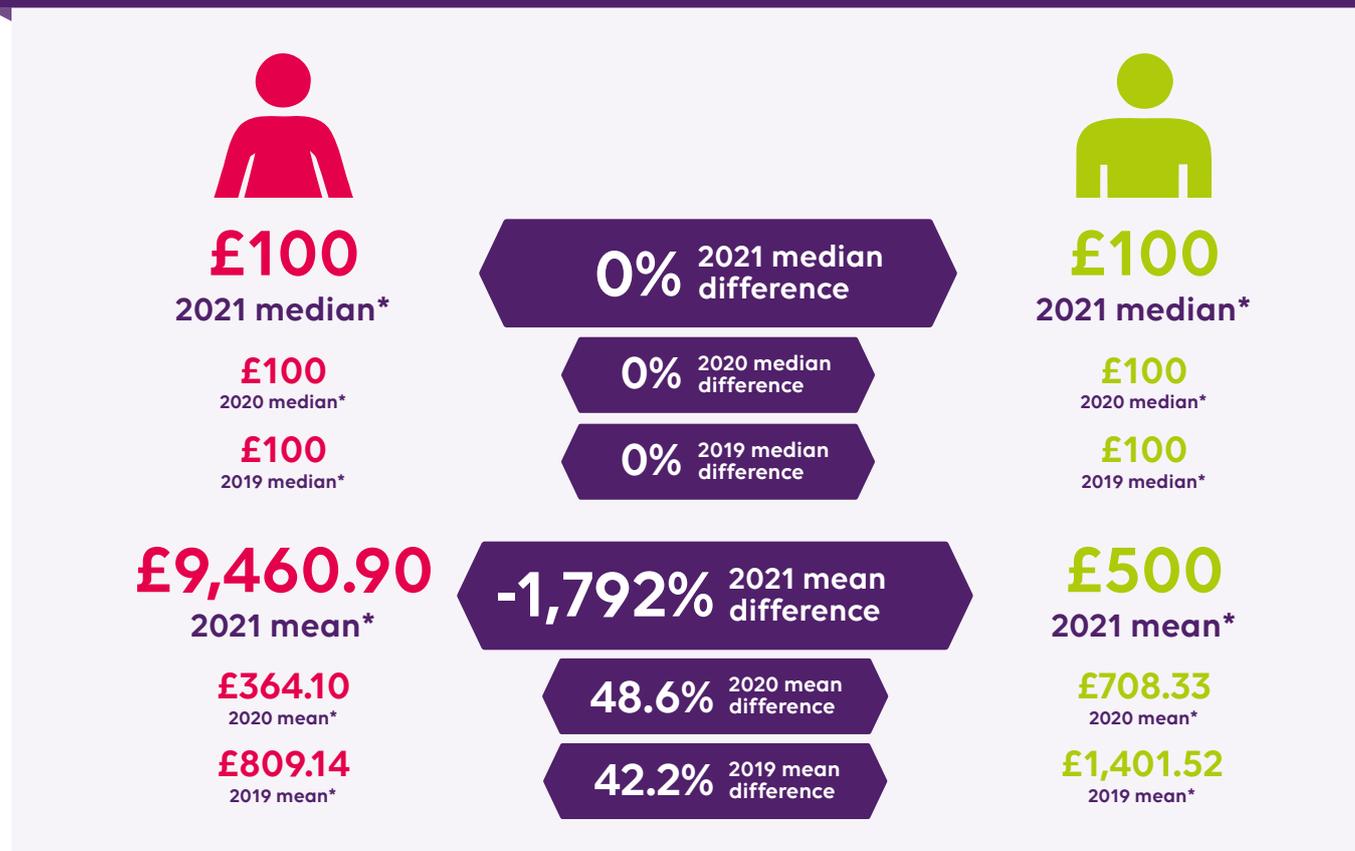
Results show that in the 2021 pay period, a female employee earns on average either 0% less or 3.3% less than a male employee according to the measurement chosen. This is compared with 17.4% nationally according to the Office for National Statistics. We believe the median and mean pay gaps have altered due to continued changes to the gender makeup of the organisation, and an increase in hourly rates of pay due to incremental progression.

# Bonus Gender Pay Gap

For our gender pay gap 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.
- We can award 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



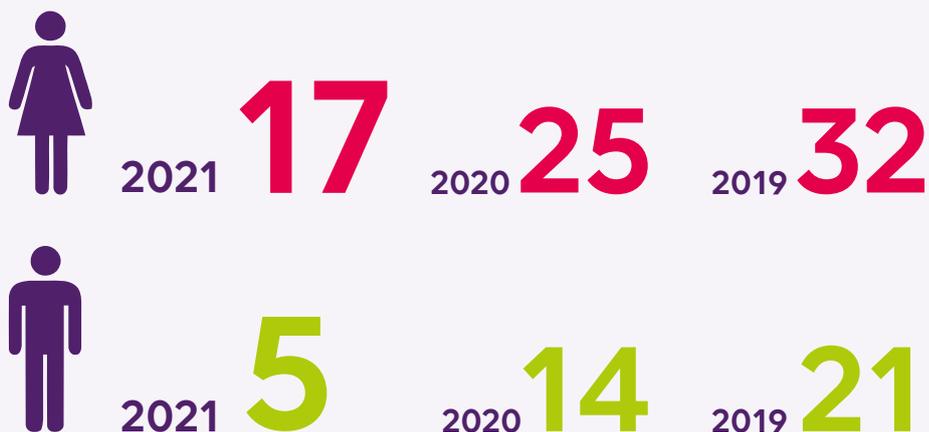
The median bonus pay continues to show that females and males are paid equally. This is due to the long service award payment of a £100 voucher being applied consistently to both females and males upon them achieving 25 years service.

Within the 2021 bonus pay period, 20 employees achieved 25 years service and received a £100 voucher. 15 were female (75%) and five were male (25%). This reflects a reduction in both females and males achieving 25 years service compared with 23 females and 12 males in 2020. This is however still reflective of the makeup of our workforce.

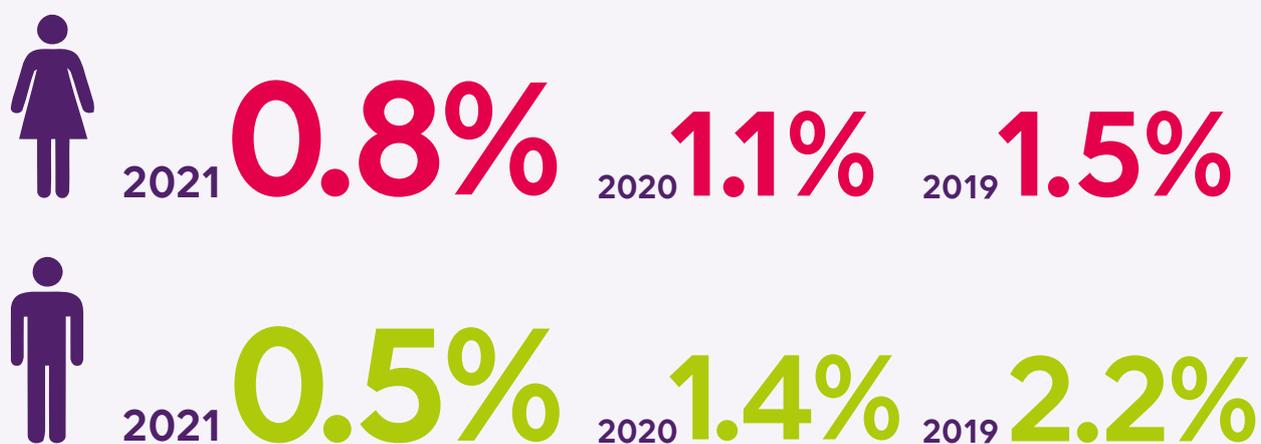
The mean results show that female employees received -1,792% more in bonus pay than males. This is due to only females receiving a recruitment or retention payment compared with two females and two males in 2020. This is why the median pay is considered to be a more representative figure than mean pay, as the results show that bonus pay will continue to fluctuate as a result of the recruitment and 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 and males in each quartile pay band

## Quartile pay band



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

2021

**69.8%** 531 females **30.2%** 230 males

2020

**73.9%** 549 females **26.1%** 194 MALES

2019



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

**69.6%** 528 females **30.4%** 231 males

**68.2%** 507 females **31.8%** 237 males



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

2021

**67.3%** 511 females **32.7%** 248 males

2020

**66.9%** 498 females **33.1%** 246 males

2019



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

**65.7%** 499 females **34.3%** 260 males

**66.3%** 493 females **33.7%** 251 males

\*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 2021 was 2,870, 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 67.4% than male 32.6%. In particular female employees make up approximately 70.3% of the three lowest grades (1 – 3) which sit within the lower quartile.

# Tackling the gender pay gap

## Over the last 12 months, we have:

- reduced our gender pay gap differentials
- built into our HR processes the appropriate check and challenge to consider gender pay gap issues
- ensured equality, diversity and inclusion themes run through our new People Strategy.

## Over the next 12 months, we have:

- assess any occupational gender segregation
- consider options for improving career pathways
- review our whole recruitment process to improve gender attraction and progression opportunities
- undertake a review of leavers by gender and grade, including reasons for leaving.