

## BARNSELY METROPOLITAN BOROUGH COUNCIL

**REPORT OF: EXECUTIVE DIRECTOR, CORE SERVICES**

**TITLE: GENDER PAY GAP REPORT 2022**

<b>REPORT TO:</b>	<b>Cabinet</b>
<b>Date of Meeting</b>	<b>22 March 2023</b>
<b>Cabinet Member Portfolio</b>	<b>Core Services</b>
<b>Key Decision</b>	<b>No</b>
<b>Public or Private</b>	<b>Public</b>

### **Purpose of report**

The purpose of this report is to provide the findings of the council's Gender Pay Gap Report as of 31 March 2022.

### **Council Plan priority**

The Gender Pay Gap Report contributes to the following council's strategic priorities: -

- Healthy Barnsley
- Learning Barnsley
- Enabling Barnsley

### **Recommendations**

That Cabinet notes the results outlined in Appendix 1.

## **1. INTRODUCTION**

- 1.1 The Government published the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which implemented the mandatory gender pay gap reporting requirement for public sector employers with 250 or more employees. As a result of this, public sector bodies are required to publish details of their gender pay gap no later than 30 March each year using pay data as of 31 March the previous year.
- 1.2 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, demonstrated by the positive results of our 2022 Gender Pay Gap.

- 1.3 The findings from our gender pay gap reports are published on the Government's [Gender Pay Gap Reporting Service portal](#) and on the [Gender Pay section](#) on our website. The full results from the gender pay gap analysis and the supporting narrative can be found in Appendix 1 – Gender Pay Gap Report 2022.

## 2. PROPOSAL

### 2.1 The calculations

- 2.1.1 Two statistical measures of 'average pay' have been used for our gender pay gap as identified in the ACAS guidance.
- 2.1.2 A **Mean** average involves adding up all the numbers and dividing the result by how many numbers were in the list.
- 2.1.3 A **Median** average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.
- 2.1.4 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 several 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 that median pay is a more representative figure than mean pay.

### 2.2 Gender pay gap results

- 2.2.1 The gender pay gap analysis indicates positive results with a 0% median gender pay gap for the hourly rate of pay and 0% for median bonus pay.
- 2.2.2 All the results from the gender pay gap analysis and supporting narrative can be found at Appendix A – Gender Pay Gap Report 2022
- 2.2.3 Comparisons of the 2021 gender pay gap (hourly rates of pay and bonus pay) have been undertaken using available data from councils within the Yorkshire and Humber region. There are no 2022 comparisons due to the lack of available data based on that the reporting period is still open.

Employer	% Difference in hourly rate (Median)	% Difference in hourly rate (Mean)	% Difference in bonus pay (Median)	% Difference in bonus pay (Mean)
Barnsley Metropolitan Borough Council	0	3.3	0	-100
Calderdale Metropolitan Borough Council	-4.1	1.5	-88.1	47.8
City of Bradford Metropolitan District Council	9.6	7.1	0	0
City of York Council	-0.5	6.8	0	0
Doncaster Metropolitan Borough Council	13.9	12.9	0	0
East Riding of Yorkshire Council	0	6.8	0	0
Hambleton District Council	0	0.8	0.9	2.1
Harrogate Borough Council	-7.2	-2.5	73.2	55.0
Kirklees Council	15.3	9.3	0	0
Leeds City Council	9.5	4.9	24.0	20.7
North Yorkshire County Council	16.3	11.6	0	0
Rotherham Metropolitan Borough Council	11.2	9.2	0	0
Sheffield City Council HQ	3.1	0	0	0
Wakefield Metropolitan District Council	-1.8	2.3	0	0

## 2.3 Hourly rate of pay

2.3.1 Results show that in the 2022 pay period a female employee earns on average either 0% less (median) or 3.4% less (mean) than a male employee according to the measurement chosen. This is compared with 14.9% nationally according to the Office for National Statistics.

2.3.2 Median hourly rates are £13.99 for both females and males, whereas mean hourly rates are £15.22 for females and £15.75 for males.

2.3.3 It is believed the median and mean pay gaps have altered in the 2022 pay period due to continued changes in the gender makeup of the organisation, and an increase in hourly rates of pay due to incremental progression.

## 2.4 Bonus pay and proportion of employees receiving a bonus payment

2.4.1 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
- One-off payments to recruit or retain employees in key posts to ensure we maintain a skilled and experienced workforce.

2.4.2 Results show that in the 2022 pay period a female employee earns on average either 0% less (median) or 39.9% (mean) less than a male employee according to the measurement chosen.

2.4.3 The median bonus pay continues to show that females and males are paid equally. There were 30 employees who received £100 voucher, 24 female (80%) and 6 male (20%). This reflects an increase for females but a decrease for males in 2022 compared with 2021 (15 females and 8 males).

2.4.4 The mean bonus pay shows that female employees receive 39.9% less in bonus pay than male employees which is due to the recruitment and retention payments made to two males being higher than the recruitment and retention payments made to 6 females. Recruitment and retention applications are received ad hoc and as they relate to specific posts they may attract different grades to others, hence why payments differ. All applications are however treated the same and undergo a rigorous approvals process including assessing any impact on equalities. This is why the median pay is a more representative figure than mean pay, as the results show that bonus pay will continue to fluctuate as a result of these payments.

2.4.5 The proportion of employees receiving a bonus payment (0.8% female and 1.4% male) indicates broadly that both male and female employees are treated the same with only a 0.6% difference.

## 2.5 **Quartile pay bands**

2.5.1 The headcount for full pay relevant employees as 31st March 2022 was 2,707. When arranged by lowest hourly rate of pay to the highest hourly rate of pay and the total divided into four quartiles, the analysis continues to show that the gender distribution between the four quartiles is not even. Overall, more females are employed (67.0%) than males (33.0%), with female employees making up approximately 70.6% of the three lowest grades (1-3) which sit in the lower quartile.

## 2.6 **Action plan and future developments**

2.6.1 Over the last 12 months, we have:

- reviewed our whole recruitment process to improve gender attraction and progression opportunities and continue to consider how we can attract, recruit and retain a diverse workforce

2.6.2 Over the next 12 months, we will:

- review and address areas of gender under-representation within services
- include career pathways within our service transformation plans
- continue to monitor leavers by gender and grade, including reasons for leaving, learning and acting on any feedback received.

2.6.3 To ensure we can continue to fulfil our journey to address our gender pay gap, the actions above will be picked up within the appropriate existing action plans such as our Diversity and Inclusion workplan and our People Strategy Action plan.

## **IMPLICATIONS OF THE DECISION**

### **3.1 Financial and Risk**

There are no direct financial implications for the council as a result of this report.

The ACAS guidance on gender pay gap reporting provides a standard framework to be applied to calculate gender pay gaps which therefore reduces the risk of inconsistencies in this area.

Undertaking Gender Pay Gap Reporting is a tool to identify and mitigate the risks associated with gender pay differentials, along with our job evaluation process.

### **3.2 Legal**

There are no legal implications for the council arising from this report.

### **3.3 Equality**

Equality Impact Assessment Pre-screening completed determining full EIA not required.

### **3.4 Sustainability**

Decision-making wheel not completed as not considered relevant for this report.

### **3.5 Employee**

There are no direct employee implications for the council as a result of this report.

### **3.6 Communications**

The Communication and Marketing team are aware of the outcome of the 2022 Gender Pay Gap analysis and have provided support in developing the narrative to ensure it is clear and understandable. The team will also provide support and guidance on any media activity arising from the outcome.

To comply with mandatory requirements the Gender Pay Gap results and supporting narrative will be published on the Government's [Gender Pay Gap Reporting Service portal](#) and on the [Gender Pay section](#) on our website.

## **4. CONSULTATION**

4.1 The Senior Management Team has been consulted

4.2 The Equalities and Inclusion Team has been consulted.

4.3 The Communications and Marketing Team has been consulted

4.4 The Trade Unions have been informed.

**5. ALTERNATIVE OPTIONS CONSIDERED**

5.1 There are no alternative approaches that we can consider due to the mandatory requirement to report our gender pay gap as a result of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

**6. REASONS FOR RECOMMENDATIONS**

6.1 To provide the findings of the council's Gender Pay Gap Report as of 31 March 2022.

**7. GLOSSARY**

ACAS - Advisory, Conciliation and Arbitration Service  
GEO - Government Equalities Office

**8. LIST OF APPENDICES**

Appendix 1: Gender Pay Gap Report 2022.

**9. BACKGROUND PAPERS**

ACAS Managing gender pay gap reporting guidance.

Gov.UK: Gender Pay Gap Reporting – Collection guidance

Office of National Statistics (ONS): Gender pay gap in the UK 2022 - for national average gender pay gap figure.

**10. REPORT SIGN OFF**

<b>Financial consultation &amp; sign off</b>	Senior Financial Services officer consulted and date  Vanessa Hunter 22.12.2022
<b>Legal consultation &amp; sign off</b>	Legal Services officer consulted and date  Jason Field 22/12/22

**Report Author: Anne Marie Tolan**  
**Post: Reward and HR Systems Manager**  
**Date: 21 December 2022**