

BARNSELY METROPOLITAN BOROUGH COUNCIL

REPORT OF: EXECUTIVE DIRECTOR CORE SERVICES

TITLE: Gender Pay Gap Report 2023

REPORT TO:	CABINET
Date of Meeting	20 March 2024
Cabinet Member Portfolio	Core Services
Key Decision	No
Public or Private	Public

Purpose of report

The purpose of this report is to provide the findings of the council's Gender Pay Gap Report as at 31 March 2023.

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:

1. 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 at 31 March the previous year.

- 1.2 Our overarching ambition for Barnsley Council is that we want Barnsley to be The Place of Possibilities, where everyone is valued, respected, and treated fairly with dignity. We maintain our belief in pay fairness and transparency which is demonstrated by the positive results of our 2023 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.

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 Governments Statutory Guidance: Gender pay gap reporting: guidance for employers.
- 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.
- 2.1.5 However, the median 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 -1.8% median gender pay gap for the hourly rate of pay and -100% for median bonus pay during this reporting period.
- 2.2.2 The full results from the gender pay gap analysis and the supporting narrative can be found in Appendix 1 – Gender Pay Gap Report 2023.
- 2.2.3 Comparisons against the 2022 gender pay gap (hourly rates of pay and bonus pay) have been undertaken below using available data from councils within the Yorkshire and Humber region. There are no 2023 comparisons due to the lack of available data as the reporting period is still open.

2022 Gender Pay Gap Comparisons				
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	3.4	0	39.9
Calderdale Metropolitan Borough Council	-2.0	1.7	-100	13.7
City of Bradford Metropolitan District Council	9.4	5.3	0	0
City of York Council	-0.4	0.6	0	0
Doncaster Metropolitan Borough Council	12.6	12.5	0	0
East Riding of Yorkshire Council	0	5.9	0	0
Hambleton District Council	1.5	5.2	1.2	2.9
Harrogate Borough Council	0	-6.4	0	55.6
Kirklees Council	19.7	9.9	0	0
Leeds City Council	9.4	3.8	12.7	14.8
North Yorkshire County Council	11.7	9.8	0	0
Rotherham Metropolitan Borough Council	10.2	8.5	0	0
Sheffield City Council HQ	3.1	-0.9	0	0
Wakefield Metropolitan District Council	-1.9	1.0	0	0

2.2.4 The results show a rough comparison of how the council performs relative to others in the region. However, these results should also be interpreted carefully as each council has a different size and gender composition and as the figures indicate some councils provide a bonus payment and some do not, so this wouldn't be a fair comparison.

2.3 Hourly rate of pay

2.3.1 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.

2.3.2 Median hourly rates are £14.32 for females and £14.06 for males, whereas mean hourly rates are £15.80 for females and £15.66 for males.

2.3.3 It is believed the median and mean pay gaps have altered in the 2023 pay period due to continued changes in the gender makeup of the organisation,

and an increase in hourly rates of lower graded and predominantly female employees' pay due to incremental progression.

2.4 Bonus pay and proportion of employees receiving a bonus payment

2.4.1 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.

2.4.2 For the council's 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.

2.4.3 Results show that in the 2023 pay period a female employee earns on average either -100% more (median) or -6.8% more (mean) than a male employee according to the measurement chosen.

2.4.4 The median and mean bonus pay shows that females received more in bonus pay than males. This is due primarily to one off 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 2 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).

2.4.5 One off Recruitment and retention payment 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.

2.4.6 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).

2.4.7 The proportion of employees receiving a bonus payment (3.4% female and 1.1% male) indicates broadly that both male and female employees are treated similarly with only a 2.3% difference.

2.5 Quartile pay bands

2.5.1 The headcount for full pay relevant employees as at 31 March 2023 was 2,935. 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 (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.

2.5.2 When looking at the 2023 quartile figures against the 2022 quartile figures, the analysis reveals that overall, there is an 8.42% rise of full pay relevant employees (FPRE's), 10.36% rise in females and 4.47% rise in males across all four quartiles. This table below displays the percent change at each quartile.

Quartiles	Total FPRE's	Females	Males
Lower Quartile	+ 8.58%	+ 8.22%	+ 9.40%
Lower Middle Quartile	+ 8.42%	+ 7.65%	+ 9.87%
Upper Middle Quartile	+ 8.42%	+ 8.33%	+ 8.59%
Upper Quartile	+ 8.27%	+17.5%	- 8.66%

2.6 Action plan and future developments

2.6.1 Over the last 12 months, we have:

- undertaken an organisational Equality, Diversity, and Inclusion (EDI) survey to better capture, review and better 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.

2.6.2 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 services 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.

2.6.3 To continue our focus on gender pay, 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.

3. IMPLICATIONS OF THE DECISION

3.1 Financial and Risk

3.1.1 There are no direct financial implications for the council as a result of this report. Any costs will be covered within existing budgets.

3.1.2 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.

3.1.3 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

3.2.1 There are no legal implications for the council arising from this report. The report and statistical metric data ensures the council can be compliant with its reporting obligations in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

3.3 Equality

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

3.4 Sustainability

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

3.5 Employee

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

3.6 Communications

3.6.1 The Communications and Marketing team are aware of the outcome of the 2023 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.

3.6.2 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 2023.

7. GLOSSARY

7.1 Gov.UK: Gender Pay Gap Reporting: guidance for employers
GEO - Government Equalities Office

8. LIST OF APPENDICES

8.1 Appendix 1: Gender Pay Gap Report 2023.

9. BACKGROUND PAPERS

9.1 Gov.UK: Gender Pay Gap Reporting: guidance for employers.
Office of National Statistics (ONS): Gender pay gap in the UK 2023 - for national average gender pay gap figure.

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made.

10. REPORT SIGN OFF

Financial consultation & sign off	Collette Tyrell, Strategic Finance Business Partner 25/01/2024
Legal consultation & sign off	Legal Services officer consulted and date Sajeda Khalifa 31.01.2024

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Date: 16 January 2024