

Improving People's Lives

Gender and Ethnicity Pay Gap Report snapshot date of 31 March 2022

This is the council's 6th year of reporting our gender pay gap. All employers with 250 or more employees must calculate and publish specific gender pay gap data.

For the first time we are also voluntarily publishing our ethnicity pay gap data. The council is committed to understand equality of pay beyond gender. Unlike the gender pay gap, it is not a statutory requirement and there are no statutory definitions

The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is a broader measure that captures the pay inequalities resulting from differences in the sorts of jobs performed by men and women in the workforce.

The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The ethnicity pay gap, as used in this report shows the difference between the average earnings of employees who self-identify as white and the average earnings of employees who self-identify as any other ethnicity group. The proportion of employees who have not shared their ethnicity is 16.3% of the workforce, therefore the results of the ethnicity pay gap should not be taken as fully representative of the whole workforce. Due to small numbers within some of the different ethnic categories we have included all ethnic minority groups together for this report.

Workforce Profile

There were 2419 employees working on the snapshot date of 31 March 2022.

At this date the workforce comprised of;

60.7% female and 39.3% male employees.

79.2% self-identified as white, 4.5% within an ethnic minority

(15% of the group is not known and 1% selected 'prefer not' to say category).

The job roles across the council cover a broad spectrum of services and work activities in a wide range of roles. We have over 1000 staff employed in frontline operational roles as waste and recycling operatives, Registrars, in bereavement services, customer services and libraries, highways, as visitor assistants in our museums and heritage services, and as

support (care) workers in our care homes and extra care facilities. We have around 400 staff employed in frontline social care, education and protection roles working in environmental health, public protection, mental health, children's social workers, educational psychologists, SEND support and safeguarding. We also employ over 1000 staff in professional and support office-based roles such as planning, finance, HR&OD, IT and pensions.

Of this 2419 headcount, 2303 employees were identified as 'full pay relevant employees'¹, as set out in the regulations, and included in the calculations.

During the financial year of 2021/2022 there were no significant scale staffing changes that are expected to have impacted the March 2022 pay figures or female/male workforce ratio from previous years.

Gender Pay Gap 2022 (Mean/Median)

As at the snapshot date of 31 March 2022, the mean average hourly rate of pay of female employees across the council increased to £15.78 and males increased to £16.09. It means that the mean gender pay gap (ie. the difference in average earnings between men and women) has **decreased** to 31 pence (from 79p).

The median average gap has a mid-point hourly rate gap of -6.1% . The minus represents the gap showing higher average rate for females. The mid-point of our female employees is £.82 per hour **higher** than the median mid-point of our males. (£13.43 for males, £14.25 for females).

Figure 1. below also shows our Gender Pay Gap by year showing how it has fluctuated since 2017.

The median average is considered more representative measure of the pay gap. The mean figure can be skewed by a small number of highly paid individuals, so the median figure is less affected by outliers.

Figure 1.

¹ Full pay relevant employees are those relevant employees who, during the relevant pay period, are not being paid at a reduced or nil rate as a result of being on 'leave'. This data includes casual workers who worked on that snapshot date.

Relevant employees

2,419

Variance to 2021

-68 Number
-2.7% %

Full pay relevant employees

2,303

Variance to 2021

-98 Number
-4.1% %

 Glossary

Workforce profile by gender

1,469
Employees



60.7%
% of workforce vs 2021



950
Employees



39.3%
% of workforce vs 2021



Hourly rates by gender

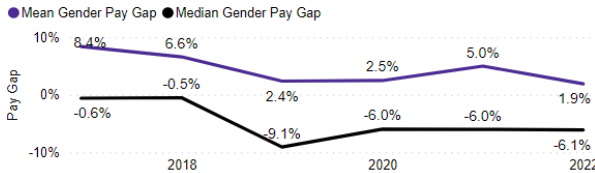
£15.78
Mean (women)

£14.25
Median (women)

£16.09
Mean (men)

£13.43
Median (men)

Gender Pay Gap (%) by year



Gender Pay Gap (£): £0.31 Mean, -£0.82 Median
Gender Pay Gap (%): 1.9%, -6.1%

A positive percentage indicates that men are paid more per hour than women, on average.

Comparison with other Local Authorities and UK

Pay gaps between authorities are varied and will be influenced by differences in structures, the types of services provided and the extent of insourcing/outsourcing activity.

The mean gender pay gap in local government for 31 March 2018 was 6.1% and the median gap was 4%.² There is currently no updated overall LGA summary data since 2018, however the LGA offers a different gender pay gap summary tool [LGA summary comparison tool](#).

According for the [Office for National Statistics \(ONS\)](#), median hourly pay for full-time employees was 8.3% less for women than for men in April 2022, while median hourly pay for part-time employees was 2.8% higher for women than for men (figures exclude overtime pay).

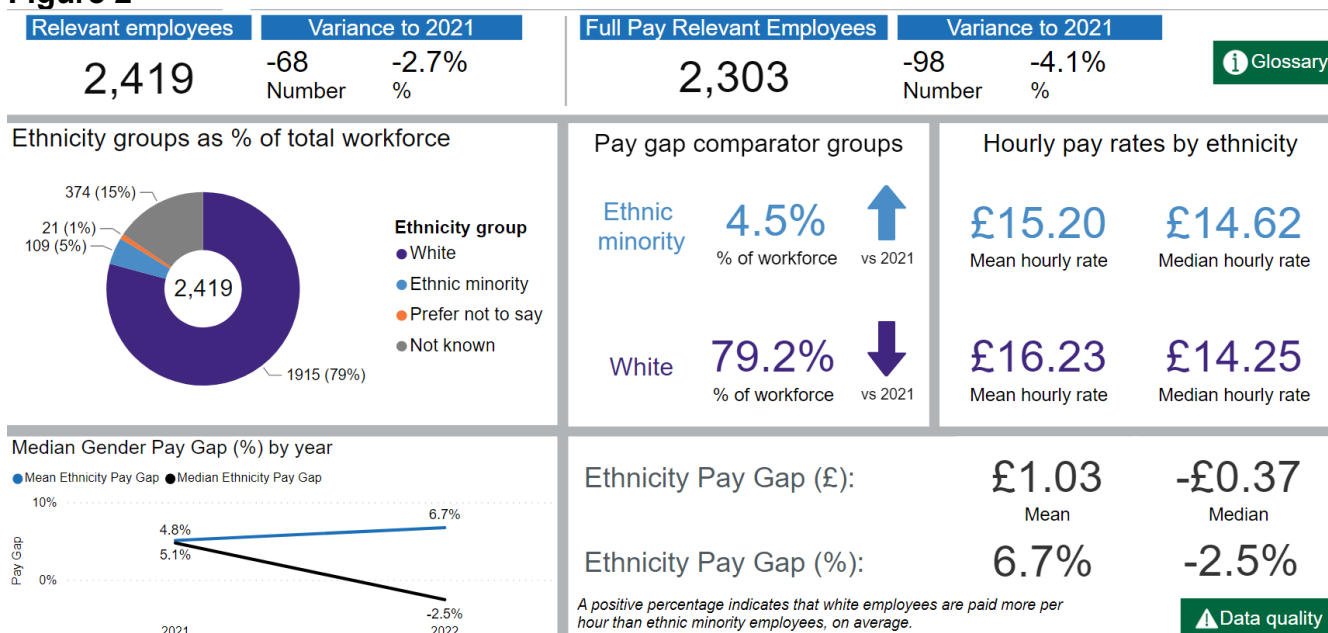
Ethnicity Pay Gap 2022 (Mean/Median)

Whilst this is our first year of calculating the ethnicity pay gap, we also applied it to our 2021 data set to provide an initial comparison. As at the snapshot date of 31 March 2022, the mean average hourly rate of pay of employees self identifying as white is £16.23 per hour with employees self identifying as ethnic minority as £15.20, a gap of £1.03 (6.7%).

As at the snapshot date of 31 March 2022, the median average hourly rate of pay of employees self identifying as white is £14.25 per hour with employees self identifying as ethnic minority as £14.62, a gap of -2.5%. The minus represents the gap showing a higher rate for the ethnic minority group of £0.37 per hour higher than the median mid-point of the white group.

The median average is considered more representative measure of the pay gap. The mean figure can be skewed by a small number of highly paid individuals, so the median figure is less affected by outliers.

Figure 2



² Data taken from LGA Report 2019 (based on 31 March 2018 data) - <https://www.local.gov.uk/gender-pay-gap> accessed January 2020 and May 2021.

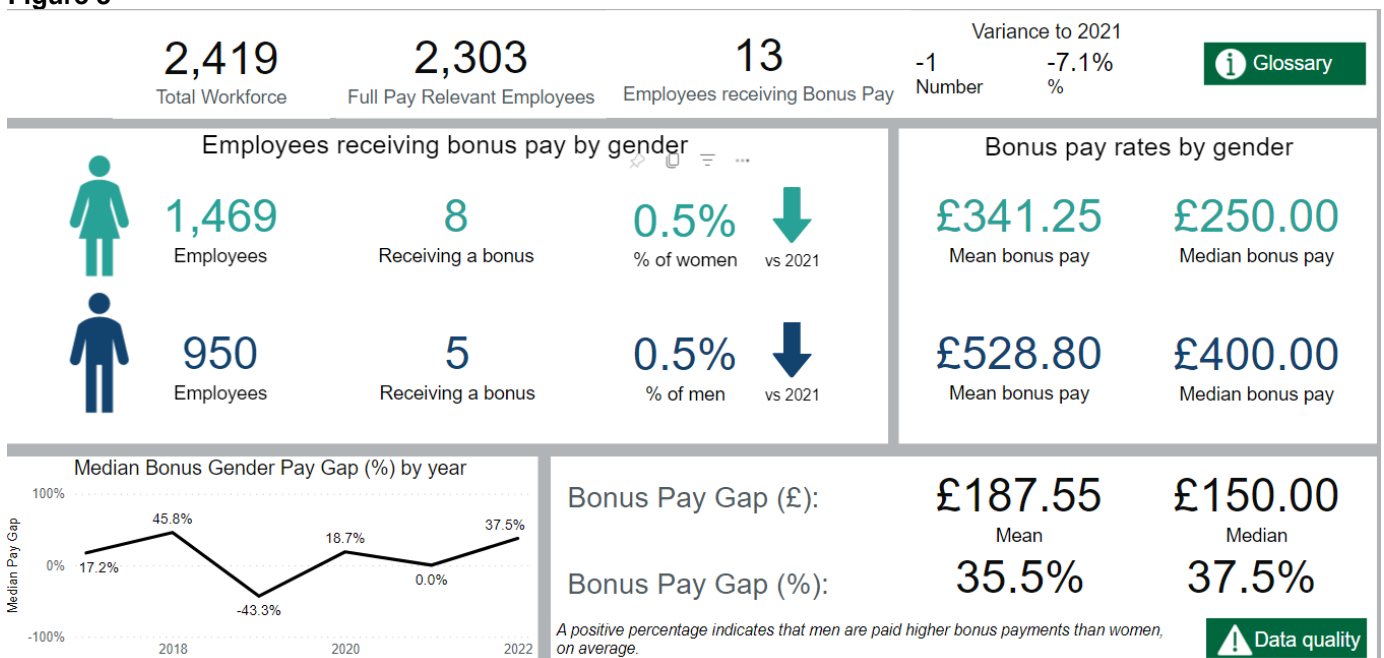
Proportion of Men and Women Receiving Bonus Pay³

Whilst the Council doesn't pay 'bonus' payments in the traditional sense, there are a small number of one off payments (eg long service awards, recruitment and retention allowances), that, in the spirit of transparency, are identified separately.

Figure 3 below shows that the number of employees receiving one off 'ex gratia' payments remains very small at 13. The high median and mean % differences in the male and female bonus payments are due to more female employees receiving lower amounts and a small number of male employees receiving a higher amount.

The results for bonus pay should be treated with caution due to such small numbers in scope. The 13 employees within the small bonus pay group self identified as white.

Figure 3



Quartile Pay Bands – Gender Pay March 2022

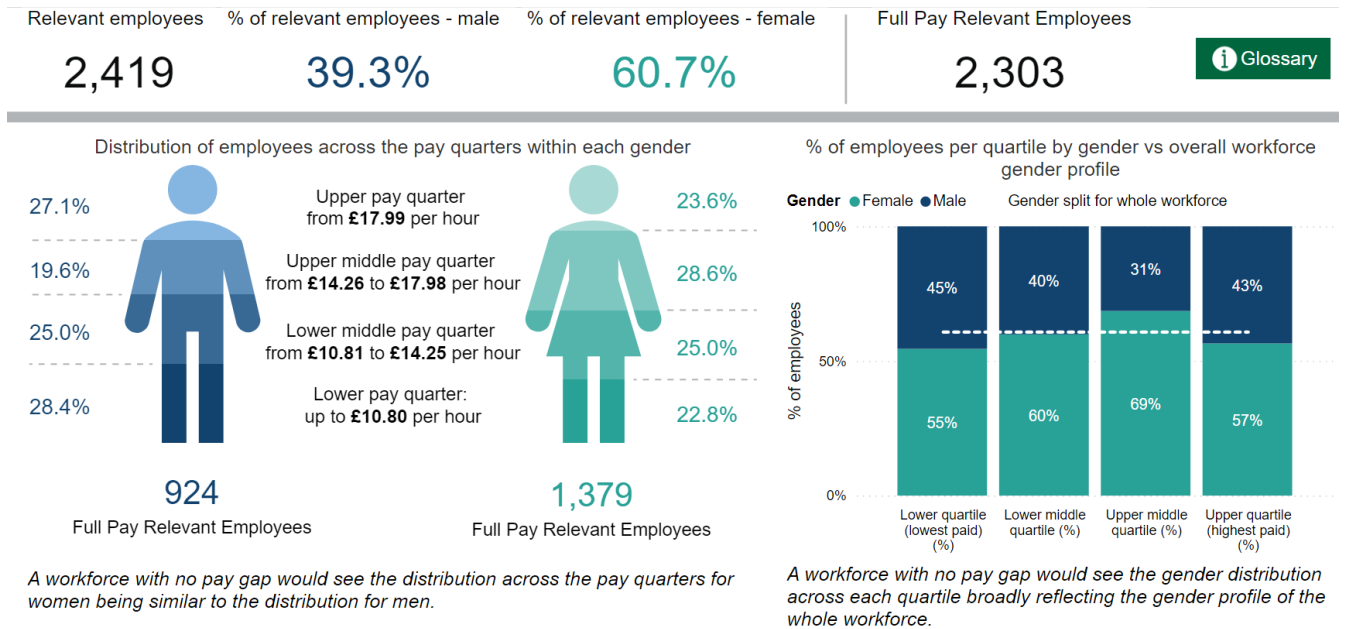
The table below shows the workforce composition in each pay quartile. In order for there to be no gender pay gap, the representation of male and female in each quartile would need to reflect the overall representation of our workforce, ie 60.7% female and 39.3% male. There are approximately 575 employees in each quartile.

Male employees are over represented in both the lowest and highest quartile.

There is still a higher representation of female employees in the upper middle quartile which highlights that there still exists a gap for females between that upper middle quartile and the upper quartile.

³ Bonus pay for B&NES is defined as one off incentive payments eg long service award payments, golden hellos and recruitment and retention allowances to attract and retain teaching staff, one-off ex-gratia payments. It does not include honorarium payments which are already included in the overall basic hourly rate pay calculation.

Figure 4

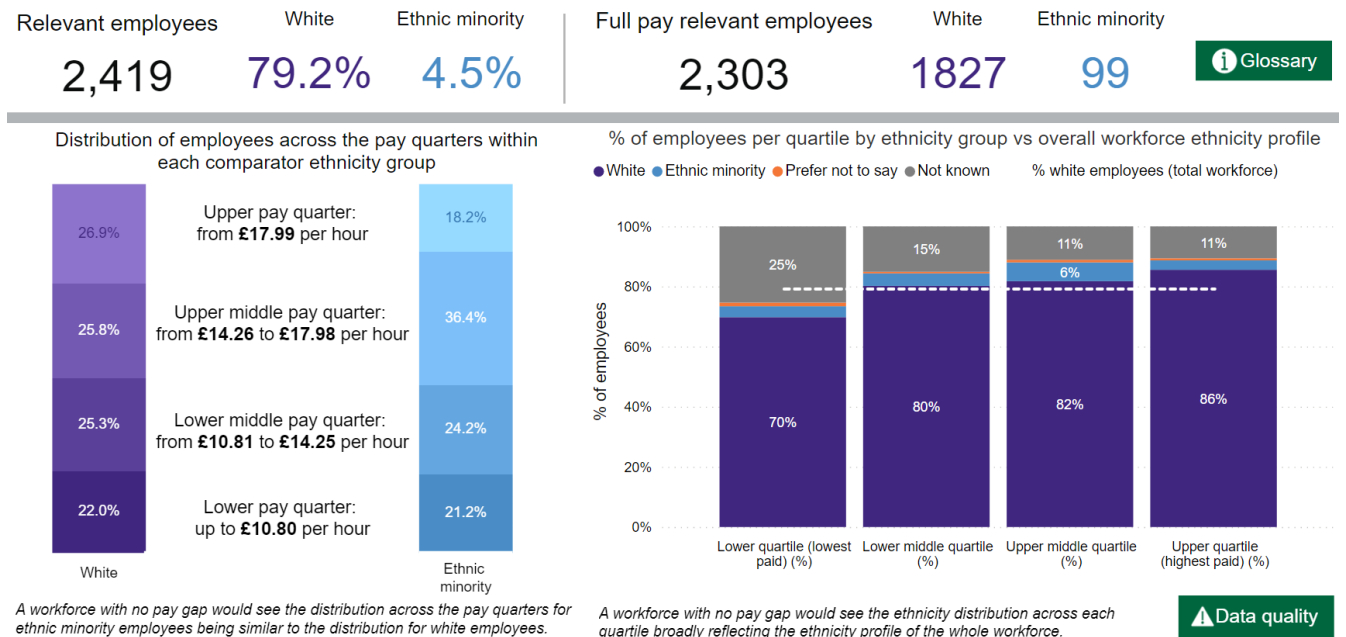


Quartile Pay Bands – Ethnicity Pay March 2022

The table below shows the workforce composition in each pay quartile. This shows the highest representation of ethnic minority employees being within the upper middle quartile.

The majority of employees who have not shared their ethnicity data are within the lowest paid quartile and are in our operational teams.

Figure 5



What is B&NES Council doing to address its pay gap?

We are committed to showing leadership and organisational commitment to equality and employing a diverse and engaged workforce. We recognise that our ethnicity pay gap may change as we improve the quality of our ethnicity data. Including ethnicity within our pay gap analysis is an important tool that closely links with two of our key objectives in our Equality Action Plan:

- Showing leadership and organisational commitment to equality
- Employing a diverse and engaged Workforce

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we evaluate job roles and pay grades using the HAY job evaluation³ analytical methodology to ensure a fair and consistent pay structure. We are therefore confident that the pay gap does not stem from paying individuals differently for the same or equivalent work. Rather its pay gap is the result of the roles in which different groups work within the organisation and the salaries that these roles attract.

Whilst B&NES Council's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the public sector, this is not a subject about which the Council is complacent, and we are committed to further understanding, analysing and target action into addressing potential barriers that might influence the gap.

The 'Closing the Gap' Action plan sets out in more detail about what we said we were going to do to tackle the gender and ethnicity pay gap, what we have actually done and what we plan to do next.

³

A small number of specialist roles fall under Soulbury, JNC or School Teacher Pay terms and conditions that are not Hay evaluated

Bath & North East Somerset Gender and Ethnicity Pay Gap – ‘Closing the Gap’ Action Plan 2017-2023

Area of...	Previously we said we would...	So far we have...	During 2023 we will...
Pay	<p>review our policy on ex-gratia (bonus) payments</p> <p>build upon existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes</p>	<p>reviewed ex gratia payments, resulting in the reviewing and removal of some payments, strict sign off protocol for initiating or extending - including monthly monitoring of HRBP and overview by Director of People & Policy. Set up specific types of allowances to aid clarity, monitoring and reporting</p>	<p>Undertake further analysis of allowances/honoraria</p>
	<p>review a sample of recruits and their starting salary /spinal column point to determine if male recruits negotiate/are offered a higher starting salary than female recruits</p> <p>prepare for ethnicity pay gap reporting</p>	<p>continued with robust job evaluation process with regular JE panels including HR, Management and TU representation. Further JE training took place in 2022</p> <p>In 2020, an HR research project reviewed starting salaries of a sample of male and female recruits to investigate that this complies with our clear policy on starting salaries</p> <p>Introduced ethnicity into our pay gap data collection and accompanying report</p>	<p>undertake JE review using Korn Ferry</p> <p>Take further steps to actively encourage employees to declare equalities data and update system records.</p>
Recruitment	<p>review our gender monitoring through all employee lifecycles to identify any barriers to gender equality and inform priorities for action</p>	<p>ensured that ACAS Unconscious Bias awareness principles and promotion of Flexible Working principles are featured within our standard Recruitment and Selection Training</p>	<p>Continue with the piece of work to identify gaps in recruitment data</p> <p>Finalise reports and publish – to enable some analysis within the employee lifecycle eg re. interest in posts, shortlisted candidates, successful appointed candidates</p>
	<p>review existing recruitment practices to identify which areas need more promotion to attract women and men into roles where they are underrepresented</p>	<p>explored unconscious bias training more with external consultant and neighbouring authority, together with our own Equalities team and Staff Working Groups</p> <p>identified a suite of reports that will feed into the HR dashboard and improve management reporting capability</p>	<p>Identify key areas of underrepresentation and further action</p> <p>Continue to embed unconscious bias training in our own practice and refresh corporate training recruitment programmes</p>

Area of...	Previously we said we would...	So far we have...	During 2023 we will...
Development	analyse the upper and upper middle quartiles to identify any barriers indicated by the differential to enable targeted action	<p>promoted career development within the workforce through;-</p>	<p>Support a further 2 delegates on the Springboard Development Programme in April 2023.</p>
		<p>in total, supported 18 senior female employees through the Springboard Development Plus - Senior Women's Development Programme (in partnership with local public sector organisations). This programme is aimed at women managers in middle management posts and above and who are seeking the opportunity to consider and explore career aspirations in more senior posts and there has been high positive feedback</p>	<p>Continue to support 4 managers on Level 7 MBA programme (3 male, 1 female)</p>
		<p>Since Feb 2019 we have supported 18 senior managers on the Level 7 MBA programmes across 4 cohorts, 7 were female. Of those females, 2 left the Council on promotion to other organisations and are continuing with their MBA. 1 left the programme early. We also supported another female from a Primary School on this level programme who has since transferred to an Academy.</p>	<p>Continue to support 4 females on Level 7 Town Planning Apprenticeship (commenced in 2021, 1 finishes March 2023, 3 finish in 2024)</p>
		<p>Since June 2018 we have supported 16 managers to complete their Diploma 5 in Management, 4 male and 12 female. (Of those, 5 females did not complete. All others have either completed or are mid studies.) We have one female manager on a level 6 Chartered Management Diploma, one female started a level 7 Town planning apprenticeship with UWE (no male comparison)</p>	<p>In 2023 we will again offer 2 places on the Stepping Up programme aimed for ethnic minority staff.</p>
		<p>3 candidates in April 2021 for the 1 year Stepping Up programme (a diversity leadership development programme) 2 female, 1 male. None took up offer in 2022</p> <p>1 female started a level 6 Chartered Legal Executive (no male comparison)</p>	<p>Continue to support Menopause At Work and Menopause Matters programme https://intranet.bathnes.gov.uk/menopause-work Continue to support and grow Development+ Staff Network group</p>
		<p>Since Jan 2019 we have supported 19 managers for Level 4 Project Management Apprenticeship (6 male, 13 female)</p>	

**Development
(cntd)**

Increased support for 'Menopause at Work' – Since 2021 delivered all colleague Menopause in the Workplace awareness sessions and a specialist HRT information session (90 attendees across all sessions). Menopause Awareness session for male colleagues.

sign up to Includability <https://www.includability.co.uk/about-includability> as part of our EDI commitment to employment.

Trained Menopause Champions (two of which are male) and many of our health champions are now 'menopause aware'. Offer menopause café sessions, drop-in virtual cuppa sessions for colleagues to find out more about the menopause and how to support (in workplace or at home).

In Sept 2022 established a Development+ Staff Network Group (for women)

In 2022 promoted International Women's Day – engaged Bath Uni to run 'being a game changer', breaking the bias of sexism/sex discrimination in the workplace

**Flexible
Working**

analyse the impact of the gender prevalence of part time working associated with lower rates of pay and the pay gap between the average hourly rate of men who work full time and the average hourly rate of women who work part time

analyse the breakdown by gender of take-up of part-time and flexible working, at senior levels in B&NES Council

undertook a project (within HR&OD) which produced some useful findings re. attitudes within the organisation to working remotely

publicised a welcome for flexible working request on adverts

promoted flexible working ethos specifically within recruitment and selection training and at Council induction and highlighting job share/flexible working at senior level via video/[website](#).

In 2019 linked with Bath Spa University to support their students in a research project in strategies being adopted to reduce the gender pay gap

undertaken some analysis on part time/full time ratios within the quartiles

continue to promote flexible working – particularly within Managers @MyBest essential managers package

add further to the films from our staff network members promoting inclusive workplaces

In 2022 undertook a staff engagement survey which included the topic of flexible working. *“My Manager enables me to work flexibly to maintain my work life balance”* 82% agreed/strongly agreed (**a 5% increase on 2019**)

Introduced blended working charter and workshops for managers as part of the Preparing for the Future and new ways of working post-Covid.

extended our carers leave policy to 10 days

Launch a carers staff network
