

Pay Gap Report



Data based as at March 2019

Workforce & Change

March 2020



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1. Introduction

- 1.1 The gender pay gap reporting is a requirement of the Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017 for employers with 250 employees or more at a 'snapshot date'. This report also considers both the ethnicity and disability pay gap at the Council. Unlike the gender pay gap there is currently no legal requirement for employers to report their race and disability pay gaps.
- 1.2 Gender Pay is not the same as equal pay. Equal pay is about ensuring that both men and women are paid the same for doing the same or similar jobs. Gender pay looks to see how the balance of pay is distributed in an organisation irrespective of job roles.
- 1.3 Bristol City Council uses a job evaluation scheme to rank jobs ensures equal pay for work of equal value. These arrangements apply to the vast majority of jobs. The remaining jobs are covered by national collective agreements and local pay agreements (Craft).
- 1.4 The Gender Pay Gap measures the overall difference in actual hourly rates of pay between men and women by both mean and median calculations. Mean being the comparison of the average pay of men and women. Median being the comparison of the mid-point value of the payments for men and women. A zero percentage indicates parity between men and women. This same method is also applied to the Ethnicity and Disability Pay Gap to show the difference between Black and Minority Ethnic (BAME) employees and White British employees and also Disabled employees against Non-Disabled employees.
- 1.5 Local authority maintained schools are excluded from this dataset as reporting is the responsibility of the governing body but is only required if the school has over 250 employees.
- 1.6 As at March 2019 the headcount was 6,248 employees, of which 3,741 (60%) were women. The Female economically active population is 47%. 711 (13%) employee declared themselves as Black and Minority Ethnic (BAME), against an economically active population of 15%. 446 (8%) employees reported as being disabled, against a economically active population of (12%) (Office for National Statistics published data). At the time of writing this report the ethnicity of 511 employees and the disability status for 594 employees are unknown.

- 1.7 All pay calculations have been based on the formula as outlined in the Gender Pay Gap Reporting legislation and covers all full pay relevant employees. The same formula has been applied to cover both the race and disability pay gaps. Full pay relevant employees are those that are employed on the snapshot date of 31 March 2019 and have been paid in the period that the snapshot date falls without any reductions in pay.
- 1.8 The ethnic groups that make up BAME are; Black/African/Caribbean/Black British, Asian/Asian British, mixed/multiple ethnic groups and other ethnic groups. The ethnic groups that make up White Minority Ethnic are; Gypsy/Roma/Traveller/Irish Traveller, Irish, Other European and Other White background.

2. Calculating the Pay Gap

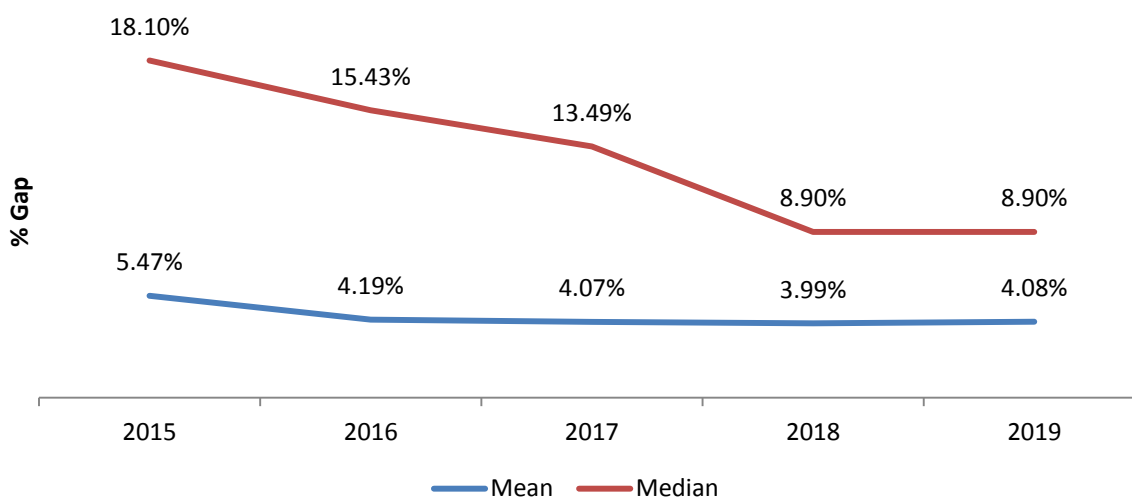
- 2.1. The mean figure is derived by adding the hourly pay rate for all employees then dividing by the number of employees. The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- 2.2. The median figure is the middle value of pay rates. Half our employees will earn more than the median and half will earn less. The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- 2.3. The mean figure is derived by adding the hourly pay rate for all employees then dividing by the number of employees. The mean race pay gap is the difference between the mean hourly rate of pay of White British full-pay relevant employees and that of BAME or White Minority Ethnic full-pay relevant employees.
- 2.4. The median figure is the middle value of pay rates. Half our employees will earn more than the median and half will earn less. The median race pay gap is the difference between the median hourly rate of pay of White British full-pay relevant employees and that of BAME or White Minority Ethnic full-pay relevant employees.
- 2.5. The mean figure is derived by adding the hourly pay rate for all employees then dividing by the number of employees. The mean disability pay gap is the difference between the mean hourly rate of pay of non-disabled full-pay relevant employees and that of disabled full-pay relevant employees.
- 2.6. The median figure is the middle value of pay rates. Half our employees will earn more than the median and half will earn less. The median disability pay gap is the difference between the median hourly rate of pay of non-disabled full-pay relevant employees and that of disabled full-pay relevant employees.

3. Pay Gap

3.1 Gender Pay Gap

| | Mean | Median | ONS Mean | ONS Median |
|-------------------|-----------------|-----------------|--------------|--------------|
| Women | £14.77 per hour | £13.72 per hour | | |
| Men | £15.39 per hour | £15.06 per hour | | |
| Difference | £0.62 per hour | £1.34 per hour | | |
| Pay Gap | 4.08% | 8.90% | 17.2% | 17.3% |

3.1.1 The Councils gender pay gap analysis indicates that mean pay for men is 4.08% higher than that of women and the median pay for men is 8.9% higher than that of women. The difference between the median and the mean figures is due to the high proportion of women in the top quartile of employees. The mean gender pay gap is significantly lower than that of the national average, which is currently 17.2%. The median gender pay gap is also significantly lower than the national average of 17.3%.



3.1.2 The Councils gender pay gap has reduced from a mean of 5.47% and a median of 18.1% in 2015, to a mean of 4.08% and a median of 8.9% in 2019. This report aims look in more detail into the reasons behind our pay gap with a view to identifying areas to address the pay gap.

3.1.3 To put this into context the below table shows the Gender Pay Gap Statistics published by Core Cities and Local Public Sector Organisations for the HM Government Gender Pay Gap Service.

| 31st March 2019 | | | |
|---------------------------|--|---------------------|-----------------------|
| | Organisation | Mean gender pay gap | Median gender pay gap |
| Core Cities | Bristol | 4.1 | 8.9 |
| | Birmingham | | |
| | Cardiff | | |
| | Leeds | 5.9 | 7.8 |
| | Liverpool | | |
| | Manchester | 8.1 | 9.8 |
| | Newcastle | 3.6 | 6.0 |
| | Nottingham | 3.3 | 0.0 |
| | Sheffield | 1.4 | 5.6 |
| Public Sector Data | Avon & Somerset Police | 11.0 | 14.9 |
| | Avon & Wiltshire Mental Health Partnership NHS | 14.4 | 11.0 |
| | South West Ambulance Service | 4.6 | 16.0 |
| | Bristol University | 18.6 | 13.7 |
| | North Bristol NHS Trust | 23.5 | 6.5 |
| | University of the West of England | 11.2 | 11.7 |
| | Avon Fire & Rescue Service | | |
| | University Hospitals Bristol NHS | 20.6 | 1.4 |

3.1.4 Whilst the mean pay gap is lower, it is the median figure that requires some attention as it indicates that either women are under represented at the higher pay levels, or women are over represented at the lower pay levels. To illustrate this we have divided the pay into four equal quartiles.

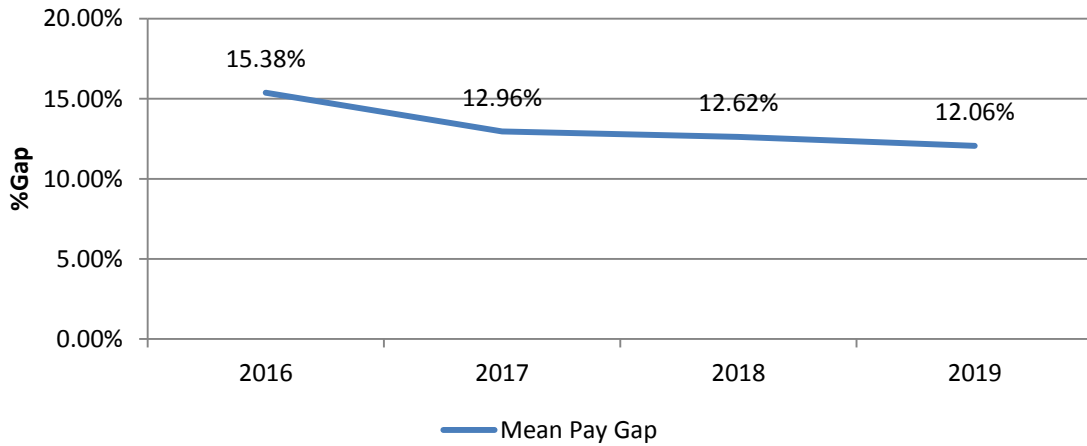
| Quartile (Hourly rate range) | Employees | | | Ratio Men:Women |
|------------------------------|-----------|-------|-------|-----------------|
| | Men | Women | Total | BCC = 41:59 |
| Quartile 1 (£5.00 - £11.23) | 553 | 961 | 1514 | 37:63 |
| Quartile 2 (£11.24 - £14.18) | 582 | 1010 | 1592 | 37:63 |
| Quartile 3 (£14.20 - £17.18) | 712 | 849 | 1561 | 46:54 |
| Quartile 4 (£17.23 - £85.52) | 635 | 775 | 1410 | 45:55 |

3.1.5 A higher proportion of the top 25 percent (Quartile 4) of jobs are occupied by women (55%). The greatest disparity between men and women is in the lowest 25 percent (Quartile 1) of jobs where a significant number of jobs, whilst attracting less pay, have traditionally offered more flexible working arrangements (e.g. term time hours) or part time hours, which have proven to be an attraction for women for a number of work life balance reasons. The number of care, cleaning and administrative roles in the lower quartile has therefore had an impact on the overall gender pay gap figure.

3.2 Ethnicity Pay Gap

| | Mean | Median | Mean Pay Gap | Median Pay Gap |
|------------------------------|-----------------|-----------------|--------------|----------------|
| BAME | £13.43 per hour | £12.07 per hour | 12.06% | 17.56% |
| White Minority Ethnic | £15.08 per hour | £14.63 per hour | 1.31% | 0% |
| White British | £15.28 per hour | £14.63 per hour | | |

3.2.1 The Councils ethnicity pay gap analysis indicates that mean pay for BAME staff is 12.06% lower than that of White British staff and the median pay for BAME staff is 17.56% lower than that of White British staff.



3.2.2 The Councils ethnicity pay gap (BAME) has reduced significantly from a mean of 15.38% in 2016, to a mean of 12.06% in 2019.

3.2.3 To put this into context the below table shows the published Ethnicity Pay Gap Statistics published by some Local Authorities and other organisations. We have found few organisations that publish their race pay gap.

| 31st March 2019 | |
|---|-------------------------------|
| Organisation | Mean ethnicity pay gap (BAME) |
| Bristol City Council | 12.06 |
| Deloitte UK | 14.5 |
| London Borough of Hillingdon | 17.03 |
| Croydon Council | 8.7 |
| Royal Borough of Kensington and Chelsea | 11.8 |

| | Employees | | | | Ratio BAME:WME:WB |
|------------------------------|-----------|-----|---------------|-------|----------------------|
| Quartile (Hourly rate range) | BAME | WME | White British | Total | BCC = 13:5:82 |
| Quartile 1 (£5.00 - £11.23) | 263 | 70 | 1000 | 1333 | 20:5:75 |
| Quartile 2 (£11.24 - £14.18) | 185 | 70 | 1219 | 1474 | 13:5:83 |
| Quartile 3 (£14.20 - £17.18) | 142 | 69 | 1247 | 1458 | 10:5:85 |
| Quartile 4 (£17.23 - £85.52) | 112 | 76 | 1101 | 1289 | 9:6:85 |

3.2.4 The difference between the median and the mean figures is due to a lower proportion of BAME staff in the quartiles 3 & 4, against a high proportion of BAME staff in quartile 1. The greatest disparity between BAME and White British staff is in the top 25 percent (Quartile 4).

3.3 Disability Pay Gap

| | Mean | Median |
|---------------------|-----------------|-----------------|
| Disabled | £14.77 per hour | £13.72 per hour |
| Not Disabled | £15.06 per hour | £14.18 per hour |
| Pay Gap | 1.97% | 3.25% |

3.3.1 The Councils disability pay gap analysis indicates that mean pay for disabled staff is 1.97% lower than that of non-disabled staff and the median pay for disabled staff is 3.25% lower than that of non-disabled staff. The difference between the median and the mean figures is due to a lower proportion of disabled staff in the top quartile of employees.

| Quartile (Hourly rate range) | Employees | | | Ratio Disabled:Not Disabled |
|------------------------------|-----------|--------------|-------|-----------------------------|
| | Disabled | Not Disabled | Total | BCC = 8:92 |
| Quartile 1 (£5.00 - £11.23) | 102 | 1227 | 1329 | 8:92 |
| Quartile 2 (£11.24 - £14.18) | 134 | 1329 | 1463 | 9:91 |
| Quartile 3 (£14.20 - £17.18) | 113 | 1353 | 1466 | 8:92 |
| Quartile 4 (£17.23 - £85.52) | 94 | 1196 | 1290 | 7:93 |

3.3.2 The greatest disparity between disabled and non-disabled staff is in the top 25 percent (Quartile 4). We have not found any published information from other organisations so we can compare performance, however the Trades Union Congress (TUC) estimate the disability pay gap to be 15.5% across the UK and 8.5% in the South West.

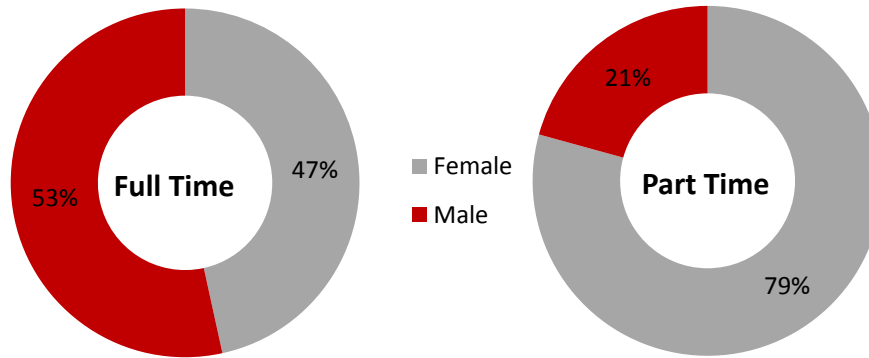
4. Full time v Part time

4.1 Gender

| | Full time | Part time |
|----------------|-----------------|-----------------|
| Women | £15.86 per hour | £13.74 per hour |
| Men | £16.04 per hour | £12.75 per hour |
| Pay Gap | 1.11% | -7.75% |

4.1.1 Whilst it is only necessary to report all full pay relevant employees together, this report further breaks the gender group down into part and full time employees to help explain the broader influences that can exacerbate a gender pay gap.

4.1.2 There is a disparity between male and female working full time and part time. The full time working ratio is split 53:47 in favour of males, whereas part time working is 79% female. When the mean pay gap is compared we see the full time mean is 1.11% and the part time mean is -7.75%.



4.1.3 The gender split for full time employees is more even. In contrast nearly 80% of part-time workers are women. This is influenced by the far higher proportion of women tending to seek a work-life balance due to primary carer commitments. Consequently women tend to be attracted to part-time roles that can offer more flexibility. The gender distribution in full and part-time working is consistent with the wider economy – see [Office for National Statistics](#).

4.2 Ethnicity

| | Full Time Mean | Full Time Mean Pay Gap | Part Time Mean | Part Time Mean Pay Gap |
|------------------------------|-----------------|------------------------|-----------------|------------------------|
| BAME | £14.64 per hour | 8.87% | £11.71 per hour | 16.09% |
| White Minority Ethnic | £15.52 per hour | 3.37% | £14.35 per hour | -2.88% |
| White British | £16.07 per hour | | £13.95 per hour | |

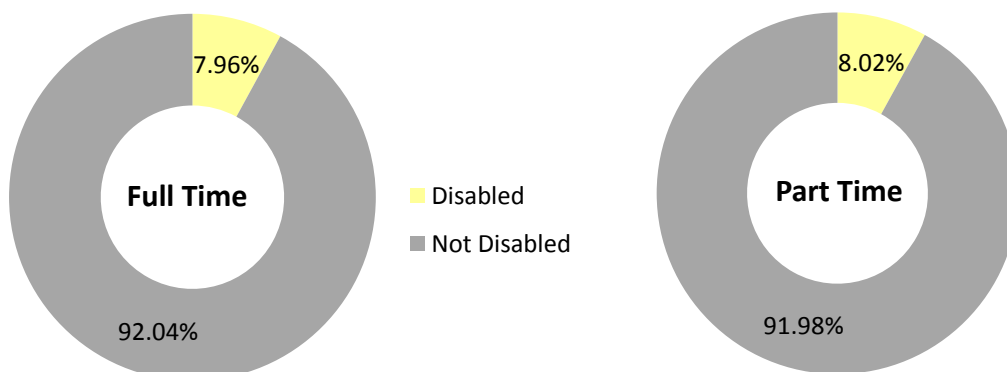
4.2.1 The profile of BAME staff and White British staff working full time and part time is very similar. 12% of BAME staff work full time and 83% White British and 5% White Minority Ethnic. 14% of BAME staff work part time and 81% White British and 5% White Minority Ethnic. When the mean pay gap is compared we see the full time mean is 8.87% and the part time mean is 16.09%. Part time BAME staff have the biggest race pay gap.



4.3 Disability

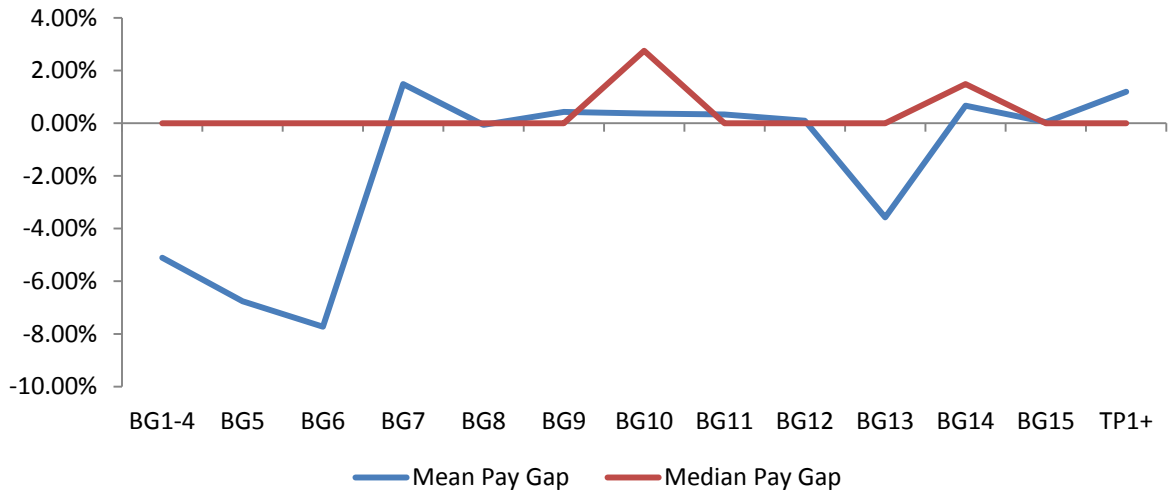
| | Full time | Part time |
|-----------------------|-----------------|-----------------|
| Disabled | £15.26 per hour | £13.97 per hour |
| Non - Disabled | £15.97 per hour | £13.59 per hour |
| Pay Gap | 0.02% | -2.82% |

4.3.1. There is a small difference between number of Disabled staff and Non-Disabled staff working full time and part time. 7.96% of Disabled staff work full time compared to 92% Non-Disabled staff. 8.02% of Disabled staff work part time and 92% Non-Disabled staff. When the mean pay gap is compared we see the full time mean pay gap is 0.02% and the part time mean pay gap is -2.82%.



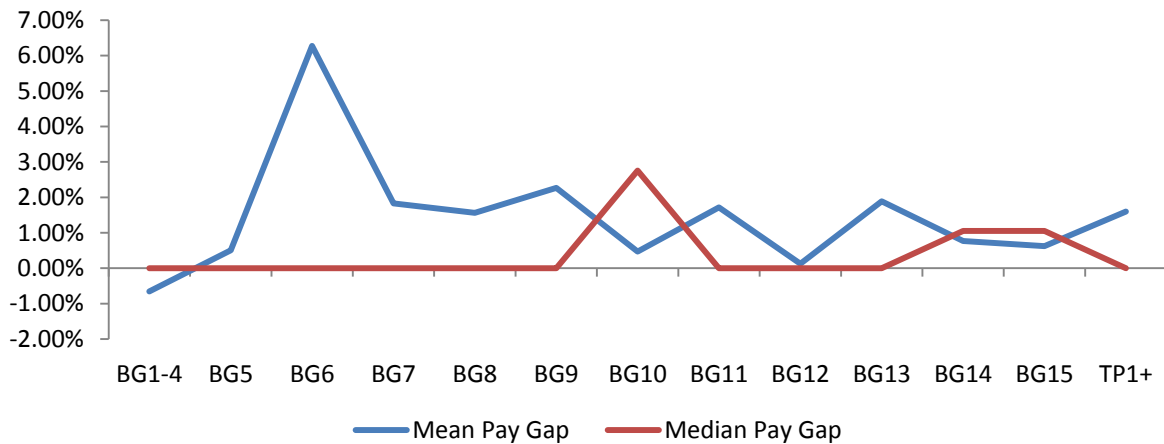
5. Analysis by Grade

5.1 Gender



- 5.1.1 The largest gap is in the TP1+, and is in favour of women, which partly arises because the majority of top paid employees are women and their pay is significantly higher than the average for the grade.
- 5.1.2 However distribution between pay grades is uneven for example, the median (50%) pay for women lies in grade BG9, whereas for men it lies in grade BG10. The lower quartile (25%/Quartile 1) level for women is close to the top of grade BG6, whereas for men it is the top of grade BG7.
- 5.1.3 Bristol City Council job evaluation scheme ensures that jobs are ranked correctly and the assigned a grade based on the job evaluation score. The job evaluation score is then assigned to a grade. Each grade has a range of job evaluation points. The values for the mean gender pay gap correlate with the male to female ratio in the four quartiles. As we have identified there are many more female staff than male at the lower paid levels this is the reason for the negative pay gap at the lower levels.

5.2 Ethnicity

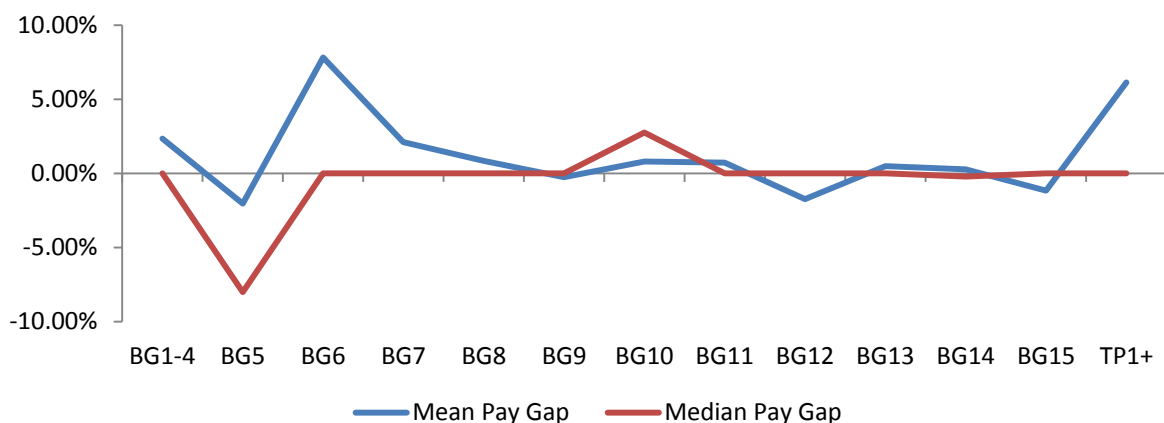


5.2.1 The largest gap is in BG6 and shows a pay gap of 6.27% for BAME staff against White British staff, a large number of these roles relate to administrative jobs.

5.2.2 Pay distribution amongst pay grades shows that the median (50%) pay for BAME staff lies in grade BG8, whereas for White British it lies in grade BG10.

5.2.3 The values for the mean ethnicity pay gap correlate with the BAME to White British ratio in the four quartiles. As we have identified there are many more BAME staff than White British staff at the lower paid levels this is the reason for the negative pay gap at the lower levels.

5.3 Disability



- 5.3.1 The largest gap is in BG6 and shows a pay gap of 7.82% for Disabled staff against Non-Disabled staff, a large number of these roles relate to administrative jobs. The second largest gap is at TP1+ with a pay gap of 6.14% for Disabled staff.
- 5.3.2 Pay distribution amongst pay grades shows that the median (50%) pay for Disabled staff lies towards the middle of grade BG9, whereas for Non-Disabled lies towards the top of grade BG9.
- 5.3.3 The values for the mean disability pay gap correlate with the pay ratio in the four quartiles. As we have identified the difference between the median and the mean figures is due to a lower proportion of disabled staff in the top quartile of employees.

6. Closing the gap

- 6.1 Bristol City Council will continue to address the ongoing difference in both mean and median percentages through further analysis of the reasons for disparity.
- 6.2 Our equality policy and strategy sets out our commitment to equality and diversity, and how we will; tackle equalities issues, aim to eliminate discrimination, foster good relationships between communities in Bristol and ensure those from different backgrounds have similar life opportunities. The annual report will be considered at Full Council on 7th July 2020 and this will set out the Council's priorities for the next twelve months.
- 6.3 Our Organisational Improvement Plan sets out our workforce priorities. This plan is being refreshed at the moment and will include new targets and priorities that will support narrowing the pay gaps identified in this report. In particular, we will be setting new stretching diversity targets and in particular to increase the number of BAME, disabled and women colleagues in senior management positions using positive action initiatives. Specific action that is being taken that will contribute to closing pay gaps are set out below:-

6.3.1 A range of changes to recruitment and selection processes including new secondment (previously 'acting up') policy. Changes include ensuring **all** opportunities are widely promoted across the organisation rather than to specific teams/groups and will remove the option of direct appointments to short term roles. There will also be positive action guidance. **These changes will be implemented from July 2020 and will increase opportunities for career progression and will improve the diversity of the workforce at higher pay grades.**

6.3.2 Increasing the proportion of employees who have declared their ethnic origin and whether they have a disability to 95% by December 2020. **This will improve the accuracy of pay gap reporting.**

6.3.3 Talent management plans to be introduced. To include positive action policy and initiatives:-

- talent mapping and leadership pipeline
- identifying talent and encouraging colleagues to seek advancement
- use apprenticeships systematically as pathways into professions where there is occupational segregation and poor representation e.g. women and BAME workers
- increased offer of structured development opportunities
- Offer defined secondment and/or project opportunities for BCC Stepping Up graduates, and colleagues completing apprenticeships, Bristol Leads and other learning programmes
- Career passports

This intervention is designed to improve the diversity of the workforce and will contribute to closing pay gaps.

6.3.4 **We have set the following organisational targets for 2020/21:-**

- Increase the percentage of employment offers made to people living in the 10% most deprived areas – Target 6.5%
- Percentage of top earners who are women – Target 55%
- Reduce the mean gender pay gap – Target 3.85%
- Reduce the mean race pay gap – Target 11.75%
- Reduce the mean disability pay gap – Target 1.75%
- Difference between progression rate of BAME and non-BAME employee – Target 0% (no difference)
- Difference between progression rate of Women and Men – Target 0% (no difference)

- 6.4 We are supporting 'Staff Led Groups' (SLG) representing BAME, LGBT+, disabled and young employees to have a more influential voice in the organisation. We continue to expand our 'Stepping Up' partnership programme for aspiring BAME leaders, and this has now been extended to other under-represented groups.
- 6.5 We will continue to develop new ways of working that offers flexibility that enables all employees to continue to develop their careers within the organisation whilst still achieving a good work-life balance.
- 6.6 We are striving to create a workforce which is representative of the city we serve at all levels of the organisations. We are placing equality and inclusion at the heart of our organisational plans and priorities.