

GENDER PAY GAP



REPORT 2018



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BARNSLEY
Metropolitan Borough Council



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

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

The approach we take to equality and diversity is informed by our Vision and Values and seeks to address the challenges we face, and to learn from the progress and achievements we have made so far.

Pay fairness is important for everyone, individually but for society as a whole. As a council, we have worked hard on the actions identified last year to tackle the gender pay gap and I am proud to relay that our second gender pay gap report shows that our mean and median gender pay gaps have both reduced.

Whilst this is a positive step in the right direction on what is a long term journey we recognise that while ever we have a gender pay gap we have work to do and remain committed to addressing the imbalance.

A handwritten signature in black ink that reads "Diara Ferris".

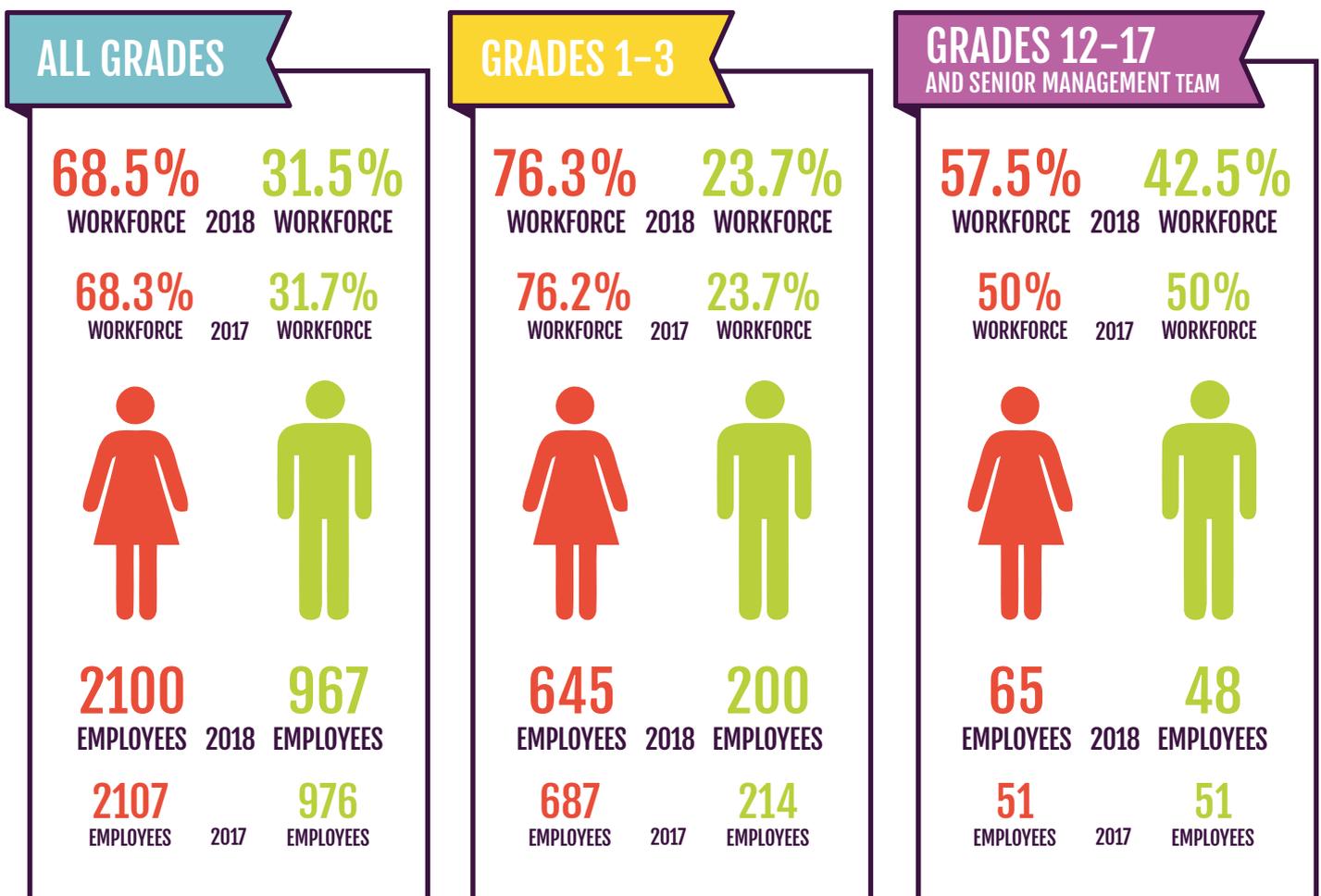
Chief Executive

UNDERSTANDING BARNSELY COUNCIL'S 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 the Council 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.

Barnsley Council's Workforce Composition



The council's workforce is predominantly female at 68.5% (compared with 68.3% in 2017). 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.

HOURLY RATE OF PAY

£12.98
2018 MEAN*

£12.89
2017 MEAN*

£13.83
2018 MEAN*

£14.03
2017 MEAN*



2018

6.1% MEAN DIFFERENCE

2017

8.1% MEAN DIFFERENCE



£11.62
2018 MEDIAN*

£11.14
2017 MEDIAN*

£12.86
2018 MEDIAN*

£12.72
2017 MEDIAN*



2018

9.6% MEDIAN DIFFERENCE

2017

12.4% MEDIAN DIFFERENCE



*Mean: a comparison of the average pay for a female and the average pay for a male. Median: a comparison of the "middle" pay for a female if all pay amounts were sorted from low to high and the "middle" pay for a male. If there is an even number of results, the median will be the mean of the two central numbers.

Results show that a female employee earns on average either 6.1 less (compared with 8.1% in 2017) or 9.6% less (compared with 12.4% in 2017) than a male employee according to the measurement chosen. This is compared to 17.9% and 18.4% nationally.

We believe that our Mean and Median gender pay gaps have reduced as a result of changes to the makeup of the organisation and increases in hourly rates of pay throughout the four quartile pay bands.

BARNSELY COUNCIL'S BONUS GENDER PAY GAP

BONUS PAY

£234.68

2018 MEAN*

£633.51

2017 MEAN*

£100

2018 MEDIAN*

£100

2017 MEDIAN*



-134.7% 2018 MEAN DIFFERENCE

-74.7% 2017 MEAN DIFFERENCE

0% 2018 MEDIAN DIFFERENCE

0% 2017 MEDIAN DIFFERENCE



£100

2018 MEAN*

£362.63

2017 MEAN*

£100

2018 MEDIAN*

£100

2017 MEDIAN*

*Mean: a comparison of the average pay for a female and the average pay for a male. Median: a comparison of the "middle" pay for a female if all pay amounts were sorted from low to high and the "middle" pay for a male. If there is an even number of results, the median will be the mean of the two central numbers.

Results show that female employees received 134.7% (compared with 74.7% in 2017) more in bonus pay than male employees.

For gender pay gap reporting purposes bonus payments include productivity, performance and incentive payments and the council doesn't make any of these payments.

The council does however operate a long service award of a £100 voucher upon achievement of 25 years' service.

The long service award is consistently applied to all employees upon them achieving 25 years' service. 49 employees received the award of which 28 employees (57.1% compared with 67.8% in 2017) were female and 21 employees (42.9% compared with 32.1% in 2017) were male. This reflects an increase in males achieving 25 years service (compared with 2017, where male and females achieving 25 years service was reflective of the council's workforce composition).

The council also has a Recruitment & Retention Policy where one off payments can be awarded to recruit or retain employees in key posts. As part of the approvals process associated with recruitment and retention payments managers are required to consider the wider impact on protected characteristics before awarding a payment.

No recruitment payments were applied to either female or male employees within the 2018 bonus pay period (compared with 2 employees, 50% male and 50% female in 2017)

A retention payment was applied to just 1 female employee (compared with 80% females and 20% males in 2017).

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 0.8% (compared with 0.1% in 2017) difference.

PROPORTION OF FEMALES & MALES IN EACH QUARTILE PAY BAND

QUARTILE PAY BAND



74.5% 564 FEMALES **25.5%** 193 MALES

2018

74.3% 573 FEMALES **25.7%** 198 MALES

2017



65.8% 498 FEMALES **34.2%** 259 MALES

68.7% 529 FEMALES **31.3%** 241 MALES



67.9% 514 FEMALES **32.1%** 243 MALES

2018

66.5% 513 FEMALES **33.5%** 258 MALES

2017



64.5% 488 FEMALES **35.5%** 269 MALES

63.8% 492 FEMALES **36.2%** 279 MALES

*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 18, was 3028 (compared to 3083 in 2017), 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 68.2% (compared with 68.3% in 2017) than male. In particular female employees make up approximately 76.3% (compared with 76.2% in 2017) of the three lowest grades (1 - 3) which sit within the lower quartile.

TACKLING THE GENDER PAY GAP

As part of our ongoing commitment to addressing our gender pay gap we have developed a series of actions that the Council will focus on to try and reduce the gap. These actions form part of the Council's Workforce Diversity Plan.

