

GENDER PAY GAP

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REPORT 2019



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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. Our third gender pay gap report shows that for 2019, our median gender pay gap is 0% and our mean gender pay gap is 6.5%.

We continue to recognise that this is a long term journey and therefore acknowledge that while ever we have a gender pay gap we still have work to do and as a council and we are fully committed to continue to address this imbalance.

A handwritten signature in black ink, appearing to read 'S Norman', followed by a long horizontal line.

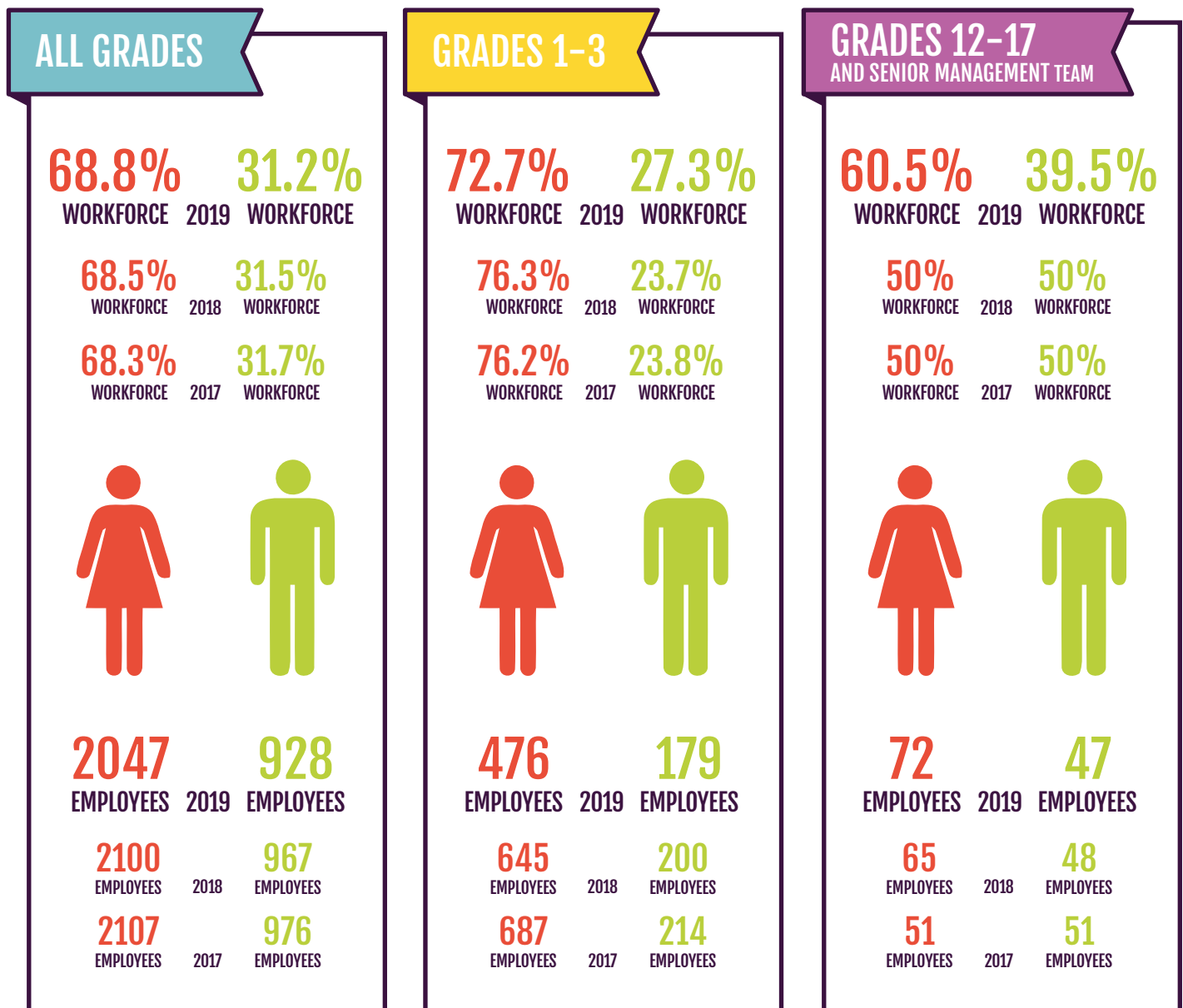
Sarah Norman, Chief Executive

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 68.8%. 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.



BARNSELEY COUNCIL'S GENDER PAY GAP

The calculations on page 4 and 5 make use of two types of averages:

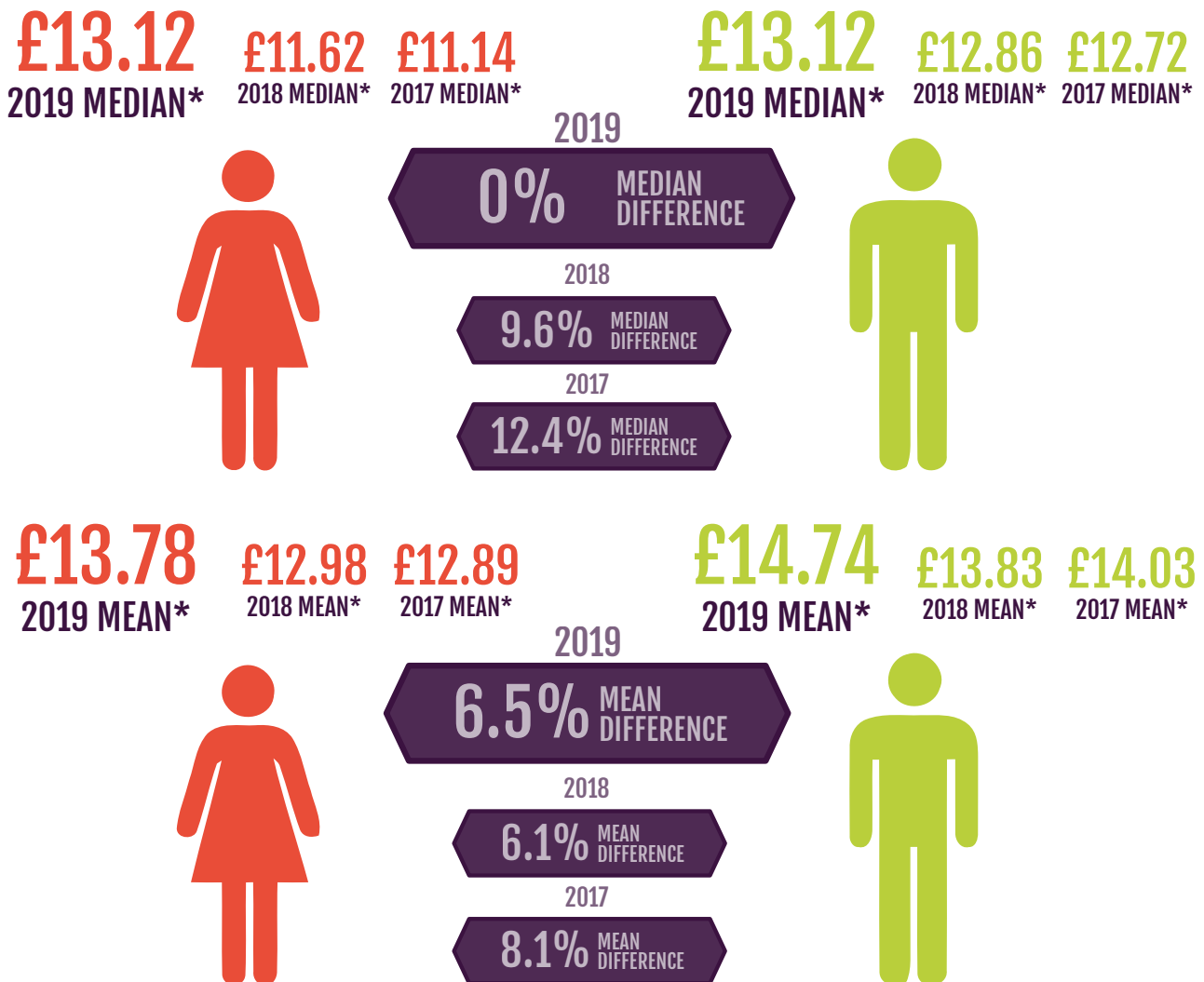
MEDIAN – which involves listing all of the numbers in numerical order (lowest to highest) and selecting the middle number. If there is an even number of results, the median is the mean of the two central numbers.

MEAN – which involves adding up all of the numbers and dividing the result by how many numbers were in the list.

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 a number of 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 median pay to be a more representative figure than mean pay.

HOURLY RATE OF PAY



Results show that the median (middle) pay for both female and male employees in the 2019 pay period is equal at 0%.

The mean (average) pay shows however that female employees are earning on average 6.5% less than a male employee. This is compared to 17.8% nationally according to the Office for National Statistics.

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

For example, pay rates have increased due to implementation of the nationally agreed pay award in April 2018. We have also seen a reduction in both females and males in Grades 1-3 and an increase in females along with a slight reduction in males in Grades 12+.

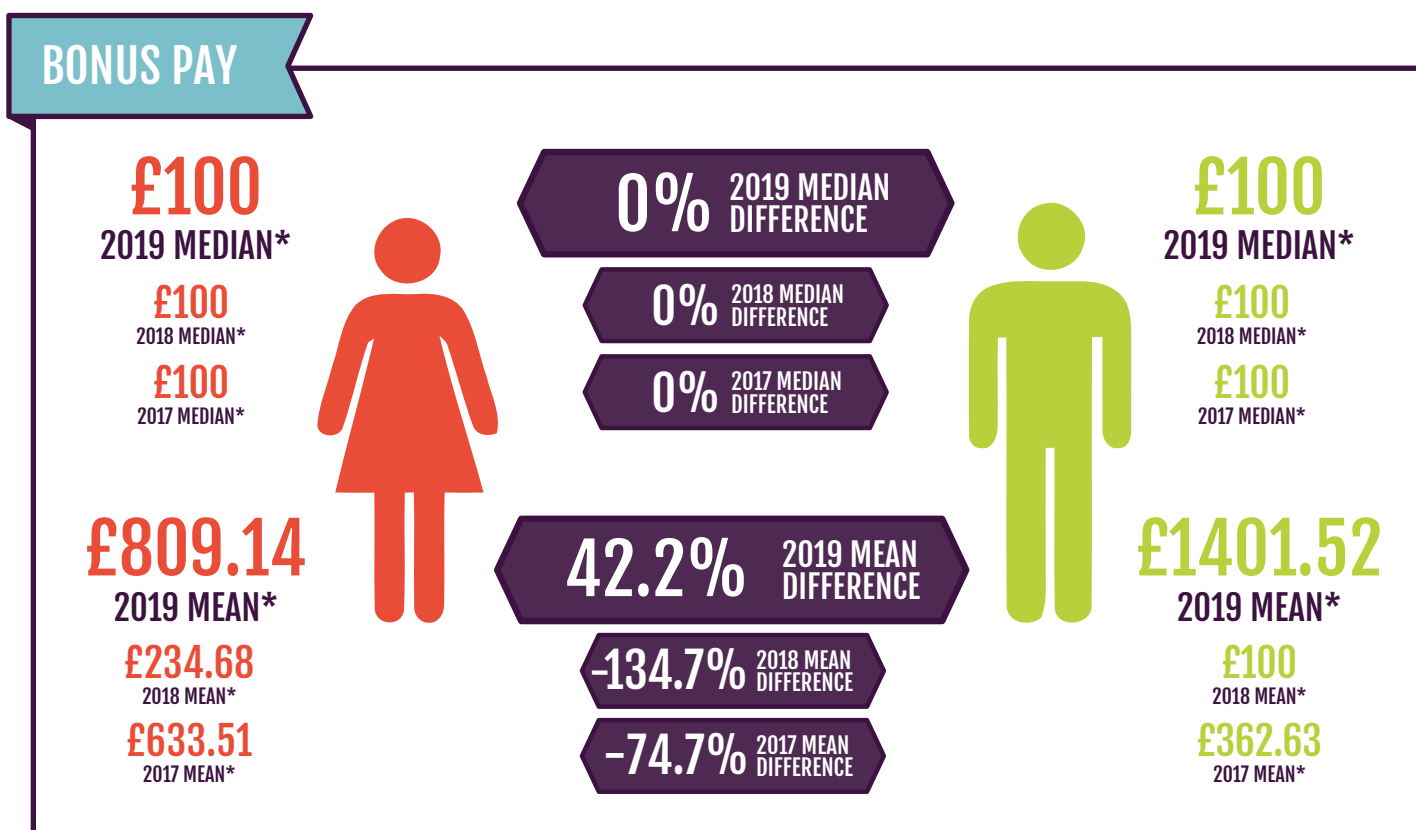
BARNSELEY COUNCIL'S BONUS GENDER PAY GAP

For gender pay gap reporting purposes bonus pay includes anything that relates to profit sharing, productivity, performance and commission for which the Council doesn't make any of these payments.

Bonus pay also includes long service awards with a monetary value and incentive payments, which have been taken into account in the calculation of bonus pay as follows.

The Council operate a long service award of a £100 voucher, which is applied consistently to all females and males upon achieving 25 years service.

The Council has a Recruitment and Retention Policy where one off payments can be awarded to recruit or retain employees in key posts to ensure that the Council maintains a skilled and experienced workforce. 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.



The median bonus pay continues to show that females and males are paid equally. This is due to the long service award payment of a £100 voucher being applied consistently to both females and males upon them achieving 25 years service.

Within the 2019 bonus pay period 41 employees achieved 25 years service and received a £100 voucher. 27 were female (65.9%) and 14 were male (34.1%). This reflects a reduction in both females and males achieving 25 years service compared with previous figures, however this is still reflective of the Council's workforce.

The mean results show that female employees received 42.2% less in bonus pay than males. Which is due to more males receiving a recruitment or retention payment than females in the 2019 bonus pay period.

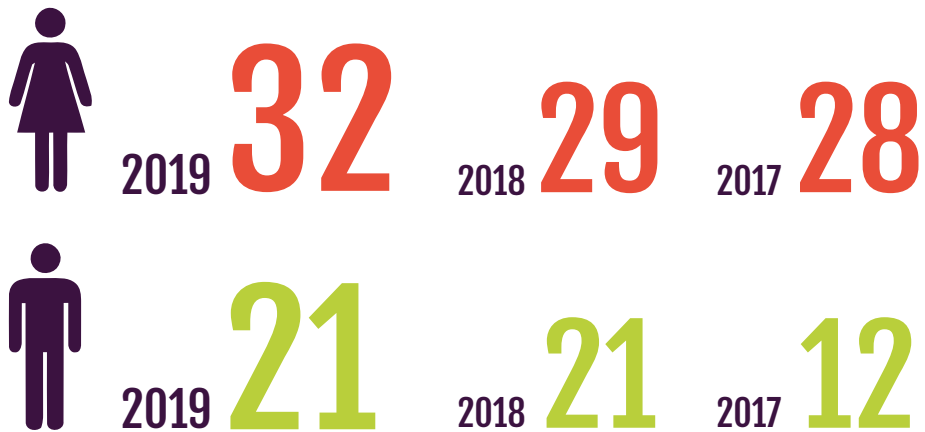
1 Recruitment payment was applied to just 1 male employee within the 2019 bonus pay period and a retention payment was applied to 5 females and 6 males.

Although the mean difference is currently 42.2% in favor of males, if we removed the £100 long service award payments and calculate purely on recruitment or retention payments, the mean would show -15.8% in favor of females.

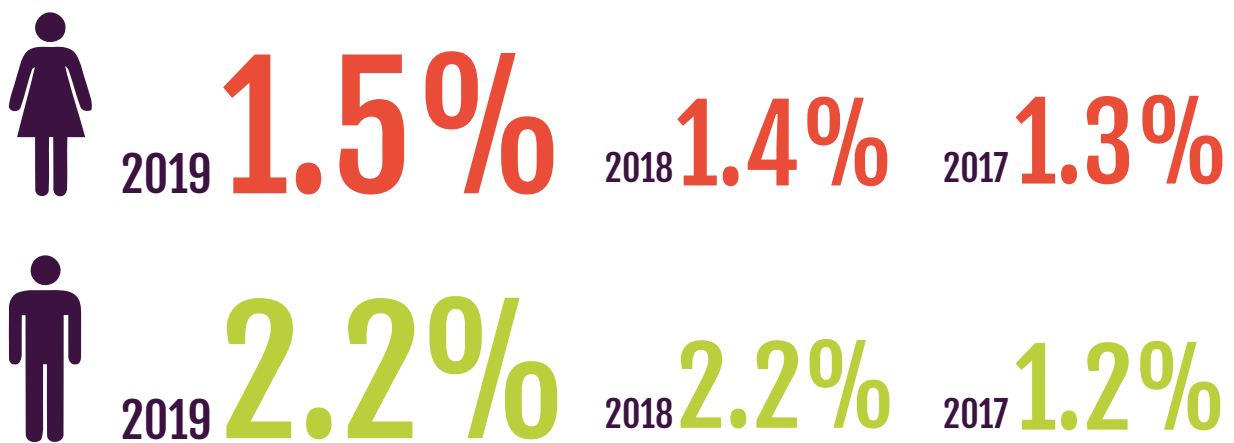
This is another reason we consider median pay to be a more representative figure than mean pay, as the results show that bonus pay will continue to fluctuate as a result of the recruitment or retention payments.

PROPORTION OF FEMALES AND MALES RECEIVING A BONUS PAYMENT

NUMBER OF EMPLOYEES RECEIVING A BONUS PAYMENT



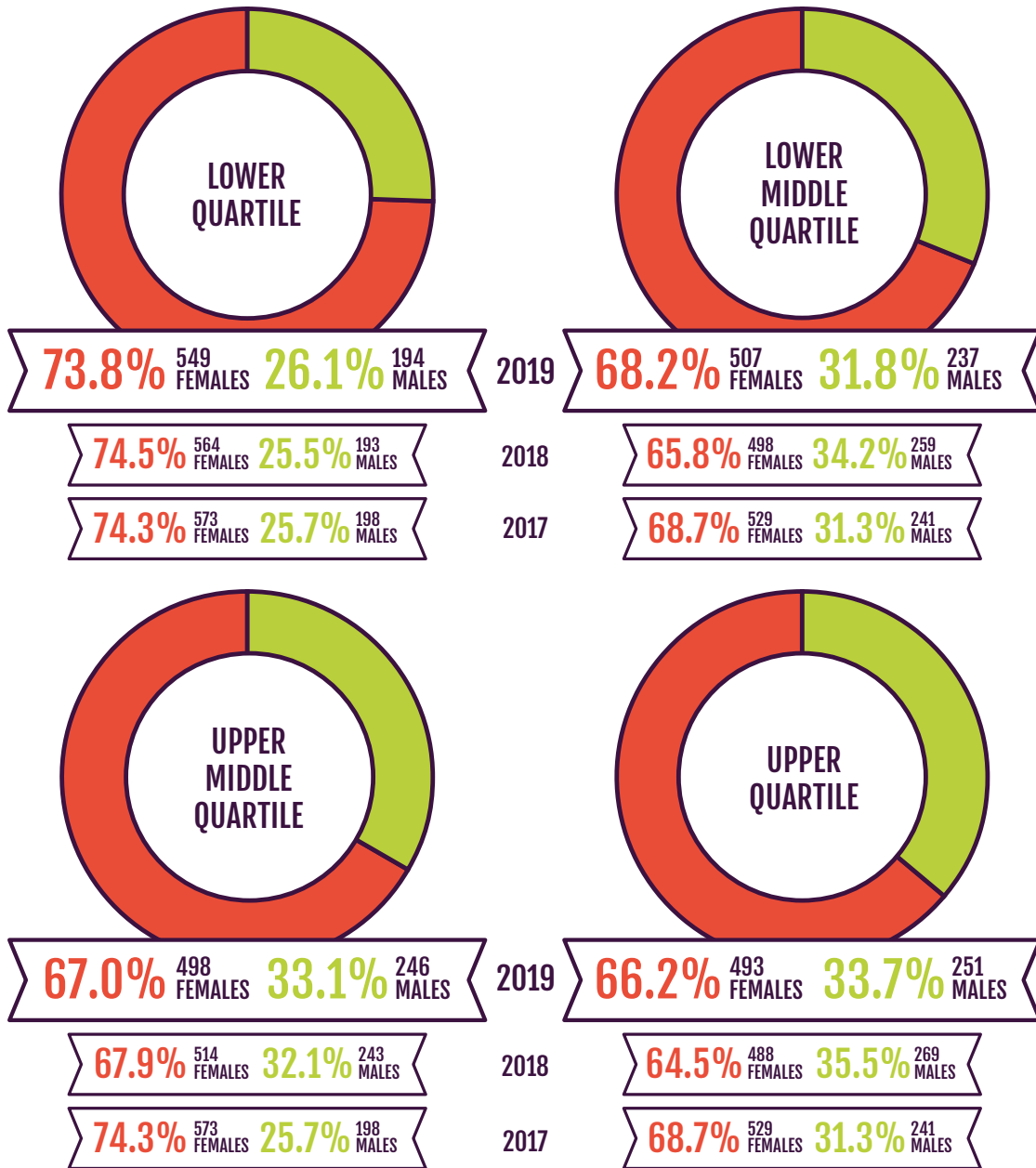
PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



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 0.7% difference.

PROPORTION OF FEMALES & MALES IN EACH QUARTILE PAY BAND

QUARTILE PAY BAND



*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 19 was 2975, 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 68.8% than male. In particular female employees make up approximately 72.7% 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 continue to focus on to try and reduce the gap which include:

- Investigating how the gender pay gap findings can support improving the gender pay profile
- Investigating how to improve career pathways for those in lower grades (for example Grades 1-3)
- Monitoring all recruitment and retention payment applications, to avoid and remove any gender bias
- Assessing whether (and extent to which) occupational gender-segregation or gender imbalance in promotional opportunities are part of the cause for the over-representation of women in particular grades. (for example Grades 1-3)
- Ensuring cultural change through the continuation of the Barnsley Leadership Programme to all managers, helping to create strong, motivational and effective managers and leaders at every level.
- Continuing to improve the various methods of recruitment to attract a more diverse mix of candidates
- Continuing to improve methods of agile and flexible working by examining and removing any barriers
- Analysing leavers by gender and seniority each year to identify if a higher % of females are leaving more quickly than males (particularly in higher paid positions) and reasons why.
- Analyse differences in pay between females and males by age, full time and part time, and occupation.

