

Barnsley
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Gender Pay Gap Report 2022



BARNLSLEY
Metropolitan Borough Council

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

We want our council to be a place where everyone is valued, respected, treated fairly and with dignity.

We maintain our belief in pay fairness and transparency, which is why I am pleased to say that our median pay gap remains at zero and our mean pay gap, has increased very slightly by 0.1% to 3.4%.

We continue to acknowledge that whilst ever we have any gender pay gaps there is still work to do to try and reduce these further. As part of our long term journey and ongoing commitment to addressing any imbalance with our gender pay gap, we are continuing to monitor and look at all actions previously included in our key strategies.



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

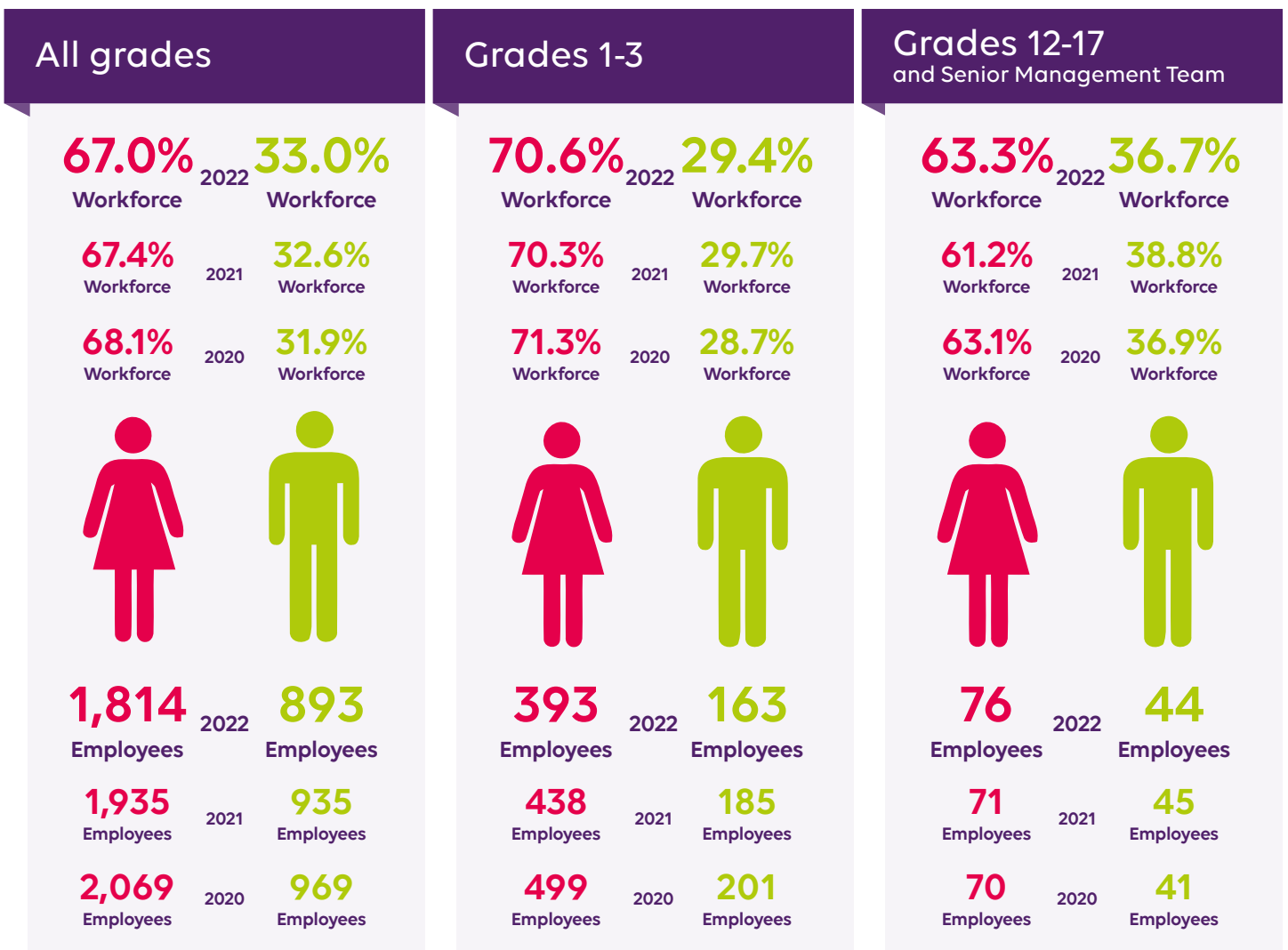
Sarah Norman, Chief Executive

Understanding 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, we 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 to report their gender pay gap by 30 March each year using pay data as at 31 March the previous year. The pay period in this case refers to data collated from March 2022.

Workforce Composition



Our workforce is predominantly female at 67%. 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.

Gender Pay Gap

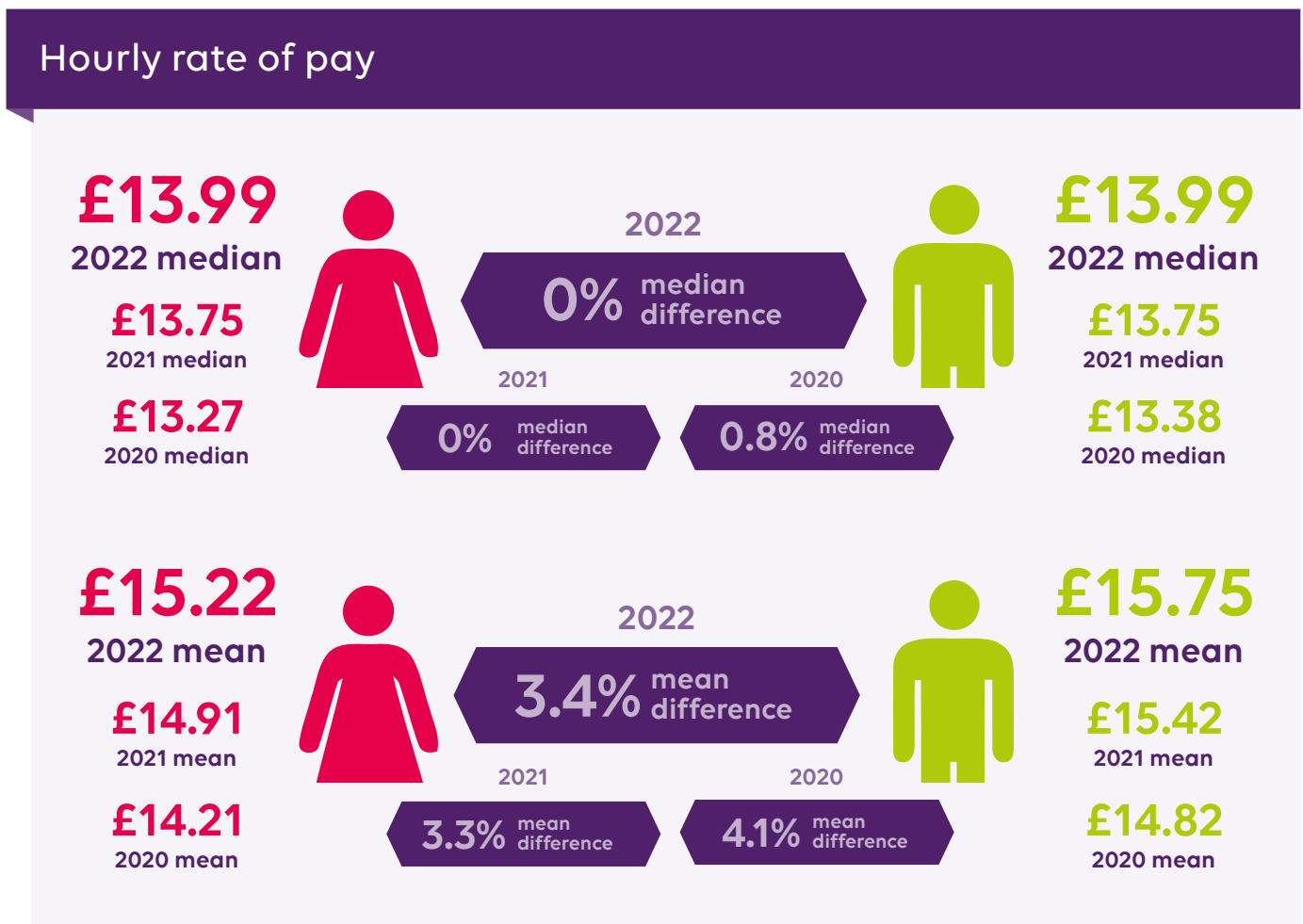
The calculations on page 4 and 5 make use of two types of averages:

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.



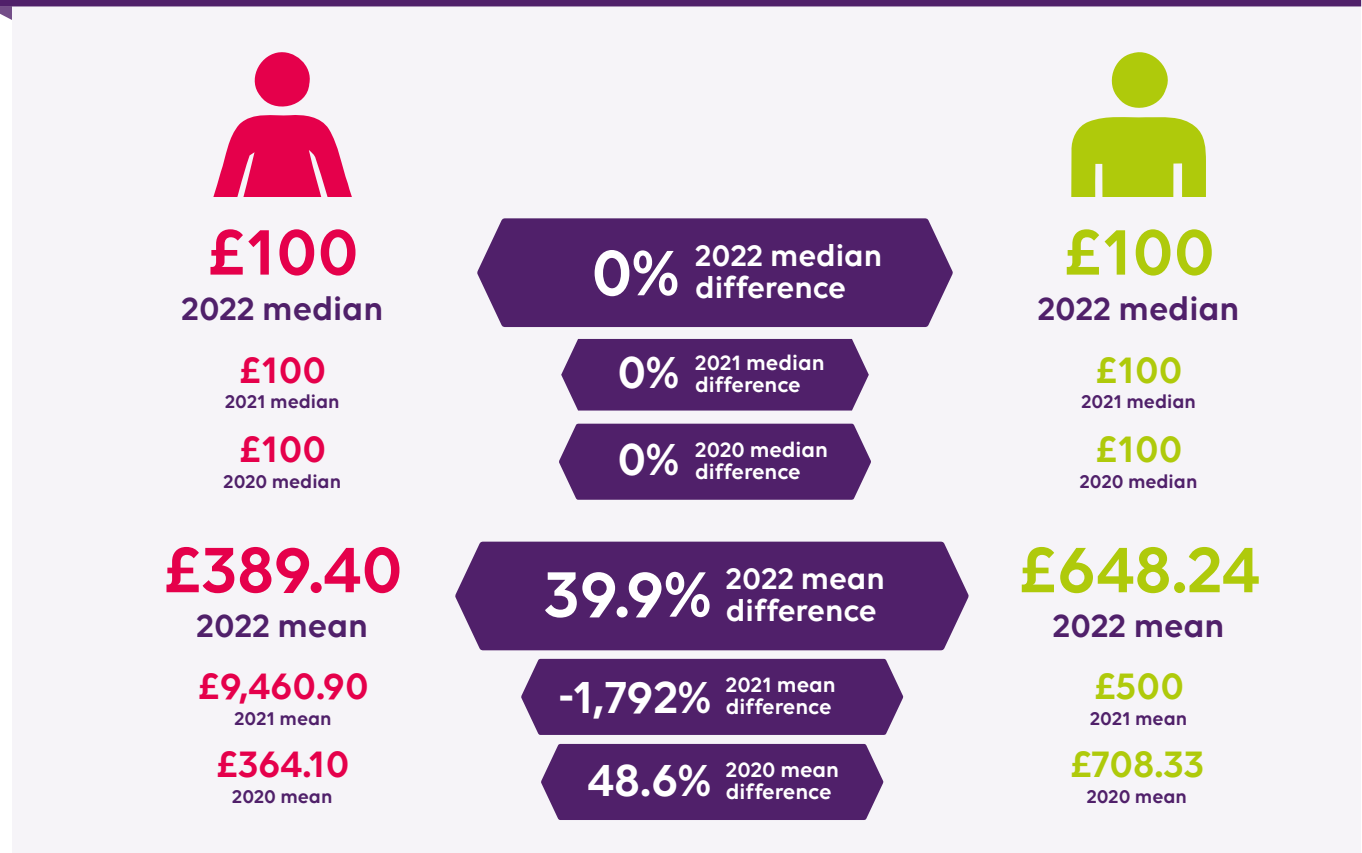
Results show that in the 2022 pay period, a female employee earns on average either 0% less or 3.4% less than a male employee according to the measurement chosen. This is compared with 14.9% nationally according to the Office for National Statistics. We believe the median and mean pay gaps have altered due to continued changes to the gender makeup of the organisation, and an increase in hourly rates of pay due to incremental progression.

Bonus Gender Pay Gap

For our 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. Managers are required to consider the wider impact on protected characteristics before awarding a payment.

Bonus Pay



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 2022 bonus pay period, 30 employees achieved 25 years service and received a £100 voucher. 24 were female (80%) and 6 were male (20%). This reflects an increase in both females and males achieving 25 years' service compared with 15 females and 5 males in 2021. This is however still reflective of the makeup of our workforce.

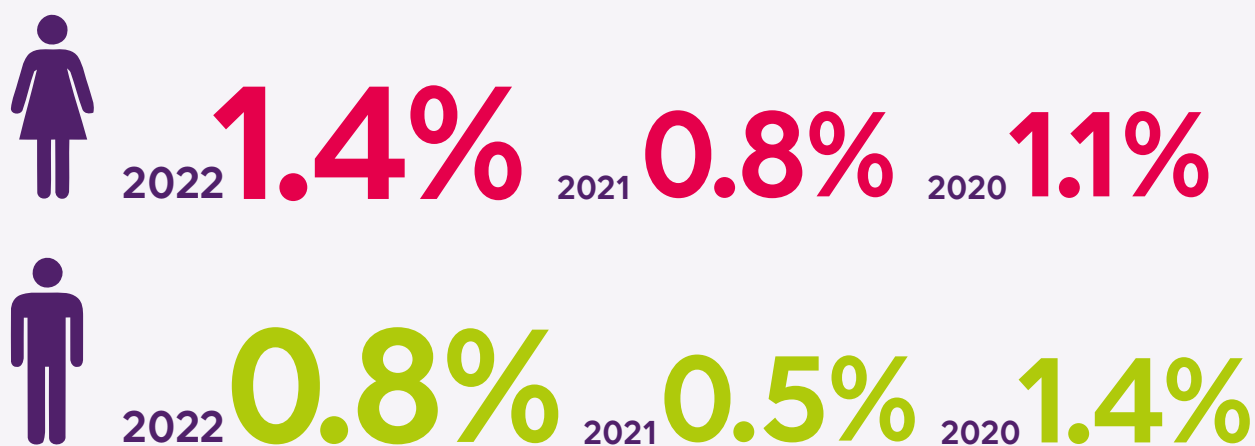
The mean results show that female employees received 39.9% less in bonus pay than males. This is due to 2 males receiving more in recruitment and retention payments than those received by 6 females. This is why the median pay is considered to be a more representative figure than mean pay, as the results show that bonus pay will continue to fluctuate as a result of the recruitment and 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 0.6% difference.

Proportion of females and males in each quartile pay band

Quartile pay band



70.1% 474 females **29.9%** 202 males

2022

68.9% 494 females **31.1%** 223 males

2021

69.8% 531 females **30.2%** 230 males

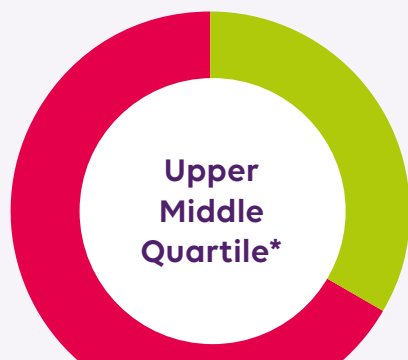
2020



65.6% 444 females **34.4%** 233 males

67.2% 482 females **32.8%** 235 males

69.6% 528 females **30.4%** 231 males



67.4% 456 females **32.6%** 221 males

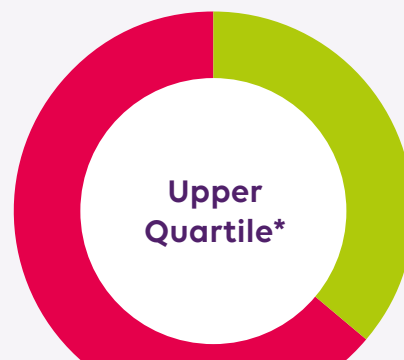
2022

68.4% 491 females **31.6%** 227 males

2021

67.3% 511 females **32.7%** 248 males

2020



65.0% 440 females **35.0%** 237 males

65.2% 468 females **34.8%** 250 males

65.7% 499 females **34.3%** 260 males

*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 2022 was 2,707, 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 67.0% than male 33.0%. In particular female employees make up approximately 70.6% of the three lowest grades (1 – 3) which sit within the lower quartile.

Tackling the gender pay gap

Over the last 12 months, we have:

- reviewed our whole recruitment process to improve gender attraction and progression opportunities and continue to consider how we can attract, recruit and retain a diverse workforce

Over the next 12 months, we will:

- review and address areas of gender under-representation within services
- include career pathways within our service transformation plans
- continue to monitor leavers by gender and grade, including reasons for leaving, learning and acting on any feedback received.