

Gender Pay Gap Report 2019

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.

Workforce Profile

There were 2212 employees working on the snapshot date of 31 March 2019. At this date the workforce comprised of 58.6% female and 41.4% male employees. Bath & North East Somerset (B&NES) Council's workforce is predominately female, although is evening out (compared with 63% female at the March 2017 snapshot date and 60.7% female in 2018). The workforce has reduced further since 31 March 2018, by 294 employees. This is a reduction of 227 female and 67 male employees (includes casuals). This represents a reduction of 2.2% of females in the workforce.

Of this headcount, 2115 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 2018/2019 there were the following staffing changes that will have had an impact on the 2019 Gender Pay figures

- Senior Management restructure
- Significant reduction in Youth Service
- Council wide voluntary redundancy exercise
- Cessation of Council Catering Services
- Transfer of Council's Hospital Education Service to Academy

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.

Gender Pay Gap 2019

New analysis reveals that in 2019 the mean average hourly rate of pay of female employees across the council was £14.74 while the average hourly rate of men was £15.10. It means that over the past year the mean gender pay gap (ie. the difference in average earnings between men and women) has reduced from 96 pence to 36 pence.

The median average gap has widened with a mid-point hourly rate gap of -9.1% which shows that the mid-point of our female employees is 9.1% or £1.10 per hour higher than the mid-point of our males.

This difference will be largely due to the high number catering staff that left the council during 2018/2019. This was approximately 150 employees, nearly all were female, and many of the roles were low graded.

Mean - Average hourly rate of pay and the percentage difference

Female = £14.74 (previously £13.61)
Male = £15.10 (previously £14.57)
Gap = 2.38% £0.36 (previously 6.61% £ 0.96)

Median – Middle hourly rate of pay and the percentage difference

Female = £13.19 (previously £12.12)
Male = £12.09 (previously £12.06)
Gap = -9.1% (£1.10) (previously - 0.5% £ 0.06)

Total Workforce = **2,212** Employees



Red and green arrows represent an increase (green) or decrease (red) in the percentage from the previous year.

Comparison with other Local Authorities

The mean gender pay gap in local government for 2018 is 6.1% and the median gap is 4% so B&NES Council compares favourably to this. ²

Variations in pay gap between authorities are likely to be due at least in part to differences in structures, types of services provided and the extent of outsourcing.

The LGA March 2019 data will be available after April 2020.

B&NES Mean 2019	B&NES Median 2019	B&NES Mean 2018	B&NES Median 2018	LGA 2018 Mean across 322 LAS	LGA 2018 Median across 322 LAs	B&NES Mean 2017	B&NES Median 2017	LGA 2017 Mean across 319 LAS	LGA 2017 Median across 319 LAs
2.38%	-9.1%	6.61%	-0.5%	6.1%	4%	8.41%	-0.6%	6.8%	5%

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.

Closer scrutiny of these payments highlight that many of these actually relate to 'acting up', ad hoc 'cover' arrangements and reflective supervision for newly qualified professionals (ie social workers). In December 2019 the hr/payroll process has changed to help ensure these payments are no longer treated as 'ex gratia' and are paid in a more appropriate way. This will ultimately mean the amount will be reflected in the overall 'hourly rate' figure rather than as a 'bonus' payment.

The 2019 data shows a widening gap of the mean average difference in favour of males. The proportion of both male and females receiving such payments remains small at 4.6 and 4.2%, (42 males and 55 females).

Mean - Average annual bonus payment and the percentage difference between

Female	= £567.99
Male	= £965.20
Gap	= - 41.2%% £397.20 difference

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

³ Bonus pay for B&NES is defined as 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.

Median – Middle annual bonus payment and the percentage difference between

Female = £281.09
 Male = £495.82
 Gap = 43.3% £214.73 difference

The significant difference in the male and female mean and median bonus payment is due to a higher number of female employees receiving lower amounts.

Proportion Men and Women Receiving Bonus Pay

↑ 4.2% ↑ 4.6%



Mean - average hourly rate of pay and the percentage difference



Median - middle hourly rate of pay and the percentage difference

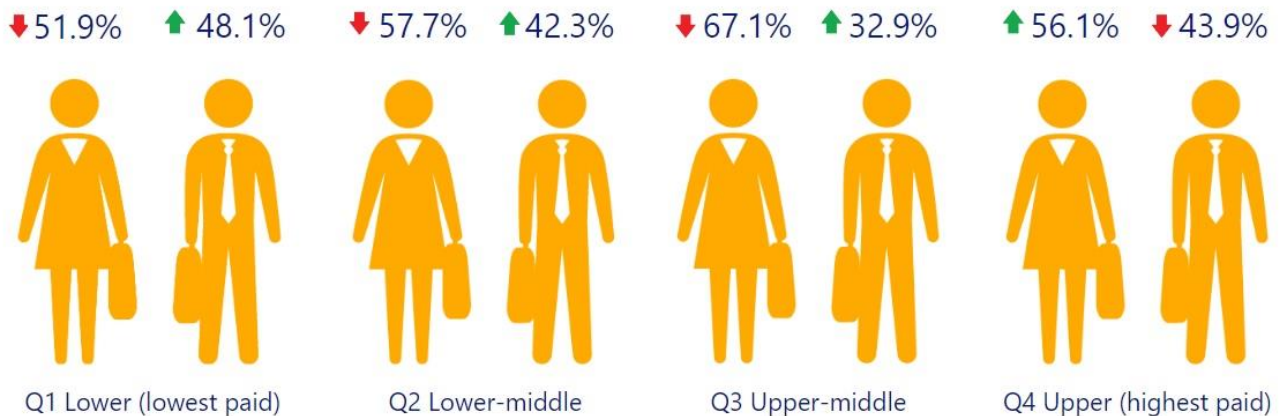


Quartile Pay Bands

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 match the overall representation of our workforce, ie 58.6% female and 41.4% male. There is approximately 528 employees in each quartile.

Quartile	2019 Male	2019 Female	2019 difference in % of females compared with B&NES workforce	2018 Male	2018 Female	2018 Difference in % of females compared with B&NES workforce	2017 Male	2017 Female	2017 Difference in % of females compared with B&NES workforce
Upper quartile (highest paid) (Grade 9 to top)	43.9	56.1	-2.5	47.2	52.8	-7.9	43.2	56.8	-6.3
Upper middle quartile (Grade 6 to 9)	32.9	67.1	8.5	28.8	71.2	10.5	32.1	67.9	4.8
Lower middle quartile (Grade 4 to 6)	42.3	57.7	-0.9	41.8	58.2	-2.5	37.5	62.5	-0.6
Lower quartile (lowest paid) (Apprentice rate to Grade 4)	48.1	51.9	6.7	37.9	62.2	1.5	37.6	62.4	0.7

Proportion of Males and Females in Each Pay Quartile



There continues to be a higher representation of male employees in the highest paid quartile although this has reduced from 2018.

There is still a higher representation of female employees in the upper middle quartile which highlights that there still exists a significant gap for females between that upper middle quartile and the upper quartile, however this gap has reduced since 2018.

On deeper analysis of the upper quartile (highest paid) the more significant the gap, ie out of the;

50 highest paid employees, 30 are male, 20 female. (60% male, 40% female) – no change from 2018

40 highest paid, 25 are male, 15 are female (62.5% male, 37.5% female) bigger gap by one (from 2018)

30 highest paid, 21 are male, 9 are female (70% male, 30% female) bigger gap by one (from 2018)

20 highest paid, 13 are male, 7 are female (65% male, 35% female) slight improvement by one (from 2018)

10 highest paid, 8 are male, 2 are female (80% male, 20% female) – no change from 2018

It's interesting to note that there has been quite a shift in the lower quartile with a higher proportion of males in the lower paid quartile than we've had before.

Flexible Working – Part Time/Full Time Comparison

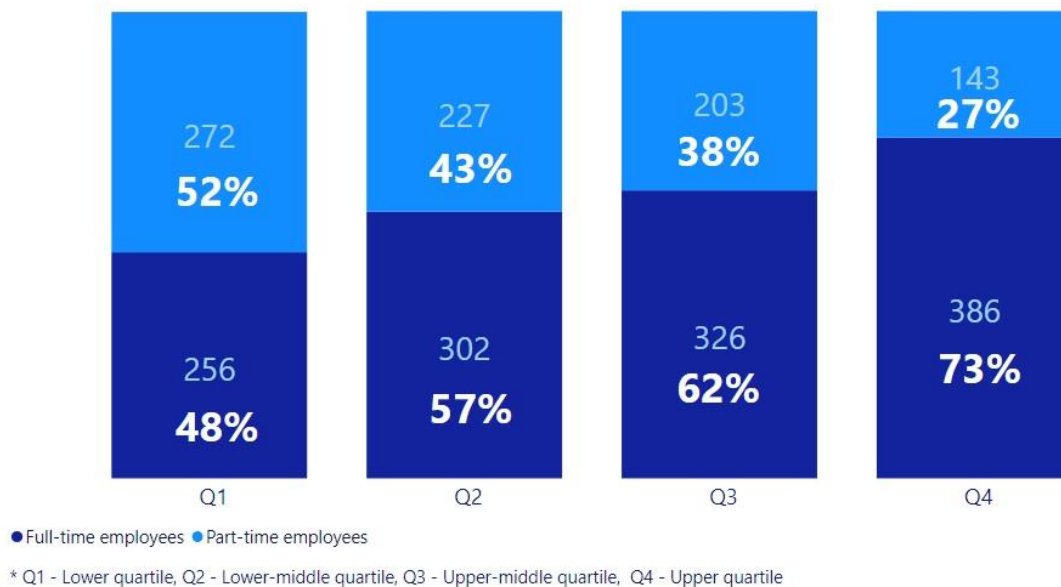
Many of the jobs that are available across the UK on a part-time basis are in the lower and middle paid roles rather than the senior higher paid roles and this is regarded as a key contributing factor in a gender pay gap as it can be a barrier to females accessing senior roles. This is reflected in our own quartile data. There is very little change in this data from 2018 except for the lowest quartile 1 where the numbers of part time and full time employees have evened out considerably.

	Q1 (lower)	Q2 (lower middle)	Q3 (upper middle)	Q4 (upper)
No. of FT	256 (48%)	302 (57%)	326 (62%)	386 (73%)
No. of PT	272 (52%)	227 (43%)	203 (38%)	143 (27%)

Our data confirms that females are more likely to work part time than males. There aren't any significant percentage differences from 2018 data:-

	Part Time	% of total workforce	Full Time	% of total workforce	Total headcount
Female	720	32.6%	576	26%	1296
Male	181	8.2%	735	33.2%	916
Totals	901	40.8%	1311	59.2%	2212

All Employees by Quartile - Full-time vs Part-time



B&NES Council supports part time and other forms of flexible working, however the quartiles data shows that there are more part time roles in the lowest quartile. As the hourly rate increases so does the number of full time roles (the number of part time roles decrease).

Across these quartiles, the trend is that part-time posts are more likely to be filled by females. It could be that females are more attracted to positions in these quartiles because of the greater opportunity for working part time and more flexibly. Of course, flexible working isn't just about part time hours and the data doesn't show how other forms of flexible working are supported, eg condensed hours in the form of a 4 day week or 9 day fortnight, or working flexible hours throughout a longer day.

	Q1 (lower)	Q2 (lower middle)	Q3 (upper middle)	Q4 (upper)
No. of Male FT	189	182	151	203
No. of Female FT	67	120	180	187
No. of Male PT	64	42	23	29
No. of Female PT	207	185	175	110
Total Male in Quartile	253	224	174	232
Total Female in Quartile	274	305	355	297

Full-time and Part-time Split of Males and Females by Quartile



Pay - Starting Salary and Salary Negotiation

Another potential factor contributing to a gender pay gap is the common belief (with some research) that men are more likely than women to ask or negotiate a higher salary.

B&NES Council has a clear policy for the starting salaries of new employees and moving into a different post, in order to comply with equal pay and fair treatment.

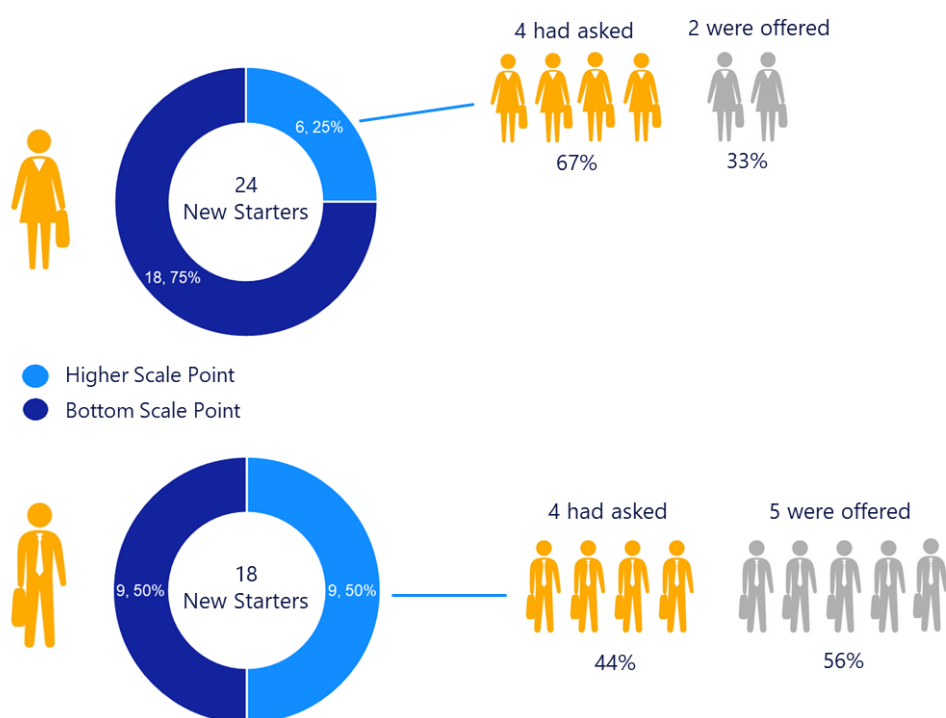
One of the HR team undertook a research project to investigate this further to check that this policy is being applied consistently to identify how many males and females start higher up the salary band and to look at the reasons, particularly whether more males ask than females.

During a period of January to March 2019 a total of 88 employees either started with the council or changed roles within the council.

A higher number (9 out of 18) of male new starters started on a higher scale point within their grade compared to female starters (6 out of 24). Out of the 9 males, 4 asked and 5 were offered by the recruiting manager. Reasons being matching salary from previous role and recognising extensive experience. Out of the 6 females, 4 asked and 2 were offered by the recruiting manager. Reasons being to match previous salary and experience and due to undertaking additional duties compared to the other staff in that role.

Whilst in this sample it doesn't seem to be a significant difference in the numbers of males/females *asking* to start higher up the pay band and the reasons for offering comply with the B&NES starting policy, there is a distinction in the numbers being *offered*, therefore more analysis on this and with a bigger sample would be useful.

Salary Scale Points of Starting Salaries by Gender (January to March 2019)



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

B&NES Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has 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, it evaluates job roles and pay grades using the HAY job evaluation³ analytical methodology to ensure a fair and consistent pay structure.

B&NES Council is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women 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 it is committed to further analysing and addressing the gap.

The table below sets out what we said we were going to do to tackle the gender 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 Pay Gap Action Plan

Area of...	In 2018 & 2019 we said we would...	So far we have...	During 2020 we will...
Pay	review our policy on ex-gratia (bonus) payments	reviewed further the detailed payment of honoraria and 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 HR	Ensure payments are appropriately paid (so fewer ex gratia payments and therefore a reduction in bonus payments and increasing accuracy of hourly rate data)
	continue to build upon existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes	continued with robust job evaluation process with regular JE panels including HR, Management and TU representation. Further Hay Job Evaluation training has been provided for more HR reps, Managers and TU reps in July 2017	Review the recommendations from the HR research project on starting salaries
Recruitment	review a sample of male and female recruits and their starting salary /spinal column point to determine if male recruits negotiate/are offered a higher starting salary than female recruits	undertaken an HR research project to review a sample of male and female recruits to investigate this complies with our clear policy	
	review our gender monitoring through all employee lifecycles to identify any barriers to gender equality and inform priorities for action	ensured that ACAS Unconscious Bias awareness principles and promotion of Flexible Working principles are featured within our standard Recruitment and Selection Training	Continue with the piece of work to identify gaps in data.
	review existing recruitment practices to identify which areas need more promotion to attract women and men into roles where they are underrepresented	explored unconscious bias training more with external consultant and neighbouring authority, together with our own Equalities team and Staff Working Groups	Improve our reporting capability to have data to enable some detailed analysis on the gender balance within the employee lifecycle eg re. interest in posts, shortlisted candidates, successful appointed candidates Identify key areas of underrepresentation and further action Continue to embed unconscious bias training in our own practice and corporate training programmes

Area of...	In 2018 & 2019 we said we would...	So far we have...	During 2020 we will...
Development	analyse the upper and upper middle quartiles to identify any barriers indicated by the differential to enable targeted action	promoted career development within the workforce through;-	
		in total, supported 12 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	support a further cohort of the Springboard Development Plus programme for women, with a further 4 B&NES employees signed up for the April 2020 cohort
		supported 6 employees in the Level 7 MBA apprenticeship in February 2019 of which 4 are female and 3 are male and an additional 4 employees commenced this programme in Sept 2019 of which one is female	We expect up to another 2 to 3 employees embarking on the MBA in Leadership in Sept 2020. 2 female managers have already expressed an interest.
		supported a new cohort of Management Diploma Level 3 (5 female and 3 male) and Level 5 (9 female and 2 male) started May 2019	
Managing Change	monitor the effects and any associated risks on gender equality of the Council's planned change programme	supported a new cohort of Project Manager Level 4 Apprenticeships. 13 due to commence, 10 females and 3 males	
		assessed the impact of the 2018 VR programme where 54 volunteers accepted for redundancy, 35 female and 19 male (65% female and 35% male) which closely matched our gender workforce ratio	continue with workforce monitoring analysis in relation to change programmes

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

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

publicised a welcome for flexible working requests on every advert

promoted flexible working ethos specifically within recruitment and selection training and at Council induction

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

undertaken a staff engagement survey which includes the topic of flexible working

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

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

review Staff Engagement survey results to understand barriers to flexible working

review the final report and recommendations presented by Bath Spa student research