

# Gender Pay Gap Report



Data based as at March 2018

## Workforce & Change

March 2019



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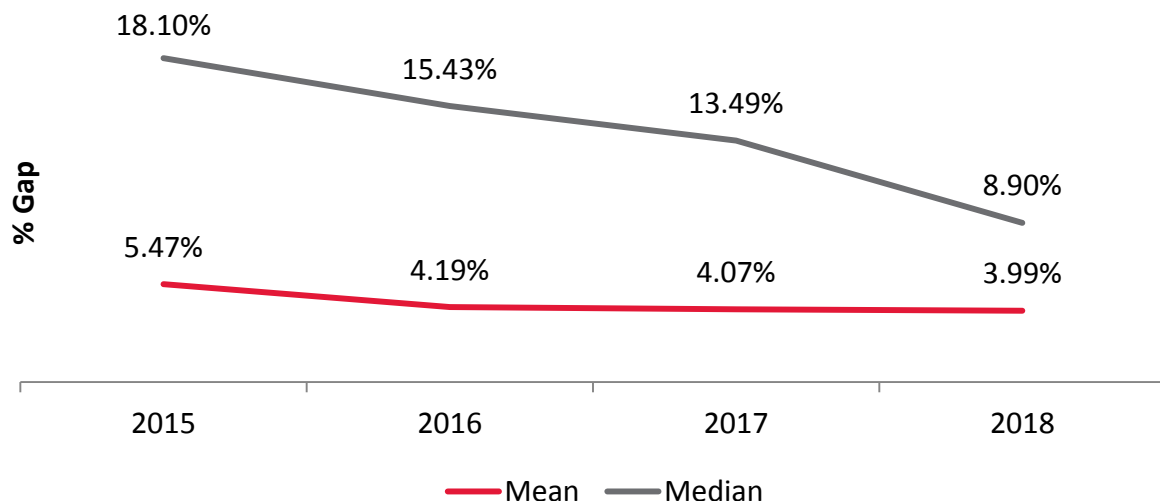
# 1. Introduction

- 1.1 The Council in working with the Women's Commission have developed this report, as it recognised the organisation needs to ensure it realises the benefits of pay parity between men and women.
- 1.2 The new gender pay gap reporting obligations have been introduced alongside the existing requirements for specified public bodies. For the public sector 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 as at a 'snapshot date'.
- 1.3 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.
- 1.4 Bristol City Council uses a job evaluation scheme to rank jobs and to ensure equal pay for work of equal value. These arrangements apply to the majority of all jobs, the remaining jobs are covered by national pay agreements, legal agreements (e.g. TUPE) or local pay agreements (Craft).
- 1.5 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.
- 1.6 Schools employees are excluded from this dataset as their reporting is the responsibility of the governing body and they will be reported separately only where their individual school or a group of schools in a Multi Academy Trust (MAT) has over 250 employees.
- 1.7 As at March 2018 the headcount was 6,282 employees, of which 3,792 (60%) were women, whereas across the city it is only 48% (Bristol using 2017 Office for National Statistics published data).
- 1.8 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. Full pay relevant employees are those that are employed on the snapshot date of 31 March and have been paid in the period that the snapshot date falls without any reductions in pay.

## 2. Gender Pay Gap

	Mean	Median
Women	£14.39 per hour	£13.20 per hour
Men	£15.00 per hour	£15.06 per hour
Pay Gap	3.99%	8.90%

1.9 The Council's gender pay gap analysis indicates that mean pay for men is 3.99% 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 17.4%. The median gender pay gap is also significantly lower than the national average of 18.4%.



1.10 The Council's gender pay gap has reduced from a mean of 5.47% and a median of 18.1% in 2015, to a mean of 3.99% and a median of 8.9% in 2018. This report aims to look in more detail into the reasons behind our pay gap with a view to identifying areas to address the pay gap.

1.11 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 2018			
	Organisation	Mean gender pay gap	Median gender pay gap
Core Cities	Bristol	4.0%	8.9%
	Birmingham	9.3%	9.0%
	Cardiff	3.2%	4.7%
	Leeds	6.3%	10.8%
	Liverpool	7.3%	9.4%
	Manchester	9.0%	9.8%
	Newcastle	4.6%	6.0%
	Nottingham	3.1%	0.0%
	Sheffield	2.6%	8.4%
Public Sector Data	Avon & Somerset Police	11.7%	14.4%
	Avon & Wiltshire Mental Health Partnership NHS	16.0%	11.5%
	South West Ambulance Service	4.1%	11.9%
	Bristol University	19.6%	13.6%
	North Bristol NHS Trust	20.4%	5.7%
	University of the West of England	12.4%	12.6%
	Avon Fire & Rescue Service	2.6%	0.0%
	University Hospitals Bristol NHS	20.1%	1.0%

1.12 Whilst the mean figure is fairly positive 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 can divide 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)	543	975	1518	36:64
Quartile 2 (£11.24 - £13.99)	544	974	1518	36:64
Quartile 3 (£14.00 - £17.17)	751	891	1642	46:54
Quartile 4 (£17.18 - £76.71)	625	771	1396	45:55

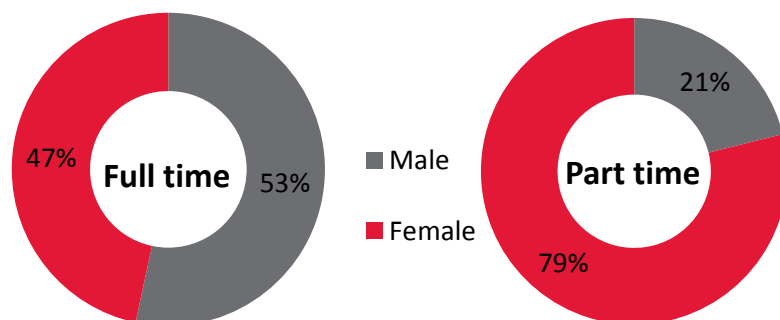
1.13 A higher proportion of the top 25 per cent (Quartile 4) of jobs are occupied by women (55%). The greatest disparity between men and women is in the lowest 25 percent (Quartile 1) of jobs where a significant number of jobs, whilst attracting less pay, have traditionally offered more flexible working arrangements (e.g. term time hours) or part time hours, which have proven to be an attraction for women for a number of worklife 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. Full time v Part time

	Full time	Part time
<b>Women</b>	£15.98 per hour	£13.59 per hour
<b>Men</b>	£16.00 per hour	£12.77 per hour
<b>Pay Gap</b>	0.10%	-6.39%

3.1 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.

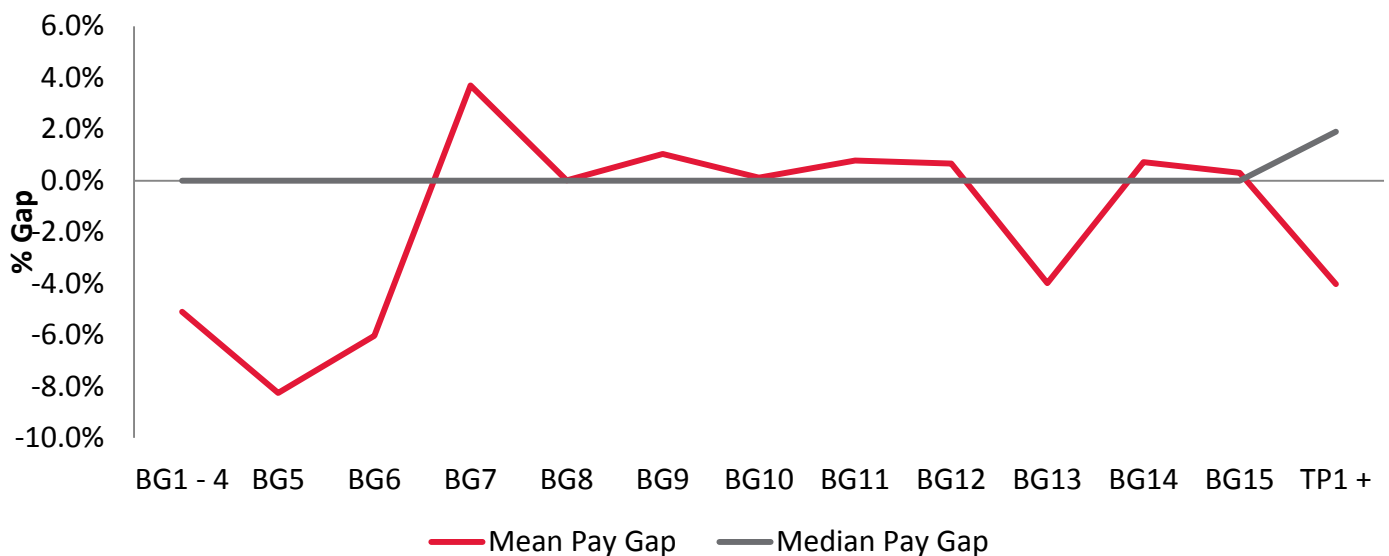
3.2 There is a disparity between male and female working full time and part time. The full time working ratio is split 53:47 in favour of males, whereas part time working is 79% female. When the mean pay gap is compared we see the full time mean is 0.10% and the part time mean is -6.39%.



3.3 You will note from the above that the gender split for full time employees is more even and for part time employees is more greatly populated by females. This is influenced by the far higher proportion of women tending to seek a home life balance for family commitments compared to men and therefore tend to be attracted to part-time roles that can fit around childcare provision. This pattern can also be seen nationally when looking at figures from the Office for National Statistics.

## 4. Analysis by Grade

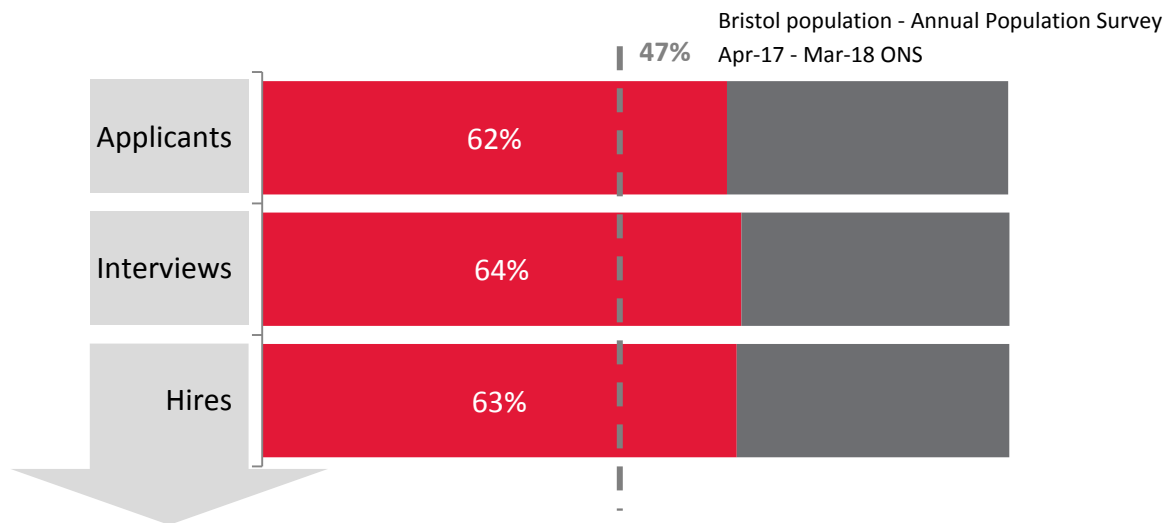
4.1 The largest gap is in the TP1+, and is in favour of women, which partly arises because the majority of top paid employees are women and their pay is significantly higher than the average for the grade.



4.2 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.

4.3 Bristol City Council job evaluation scheme ensures that jobs are valued correctly at all of the relevant pay grades. 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. Recruitment



5.1 The above chart shows that the overall proportion of women applying for jobs, being shortlisted and ultimately offered a job is significantly higher than the proportion of women in the Bristol population; 62% of all applicants were women, 64% of shortlisted applicants were women and 63% of job offered were made to women. Women therefore have marginally greater success as they progress through the stages of recruitment.

## 6. Analysis by Department

Department	Mean gender pay gap	Median gender pay gap
Communities	0.79%	12.36%
Adults, Children and Education	1.94%	2.86%
Growth and Regeneration	21.05%	36.93%
Resources	3.45%	12.73%

6.1 When analysing the mean gender pay gap by department we can clearly see large differences between male and female pay in some of the departments and the median pay gap indicates either under representation of females in the higher paid jobs or over representation of females in the lower paid jobs. For example in the Growth and Regeneration department the proportion of male and female employees are even, but there are several high paid roles that are dominated by male employees such as Engineers, Surveyors and Transport Officers.

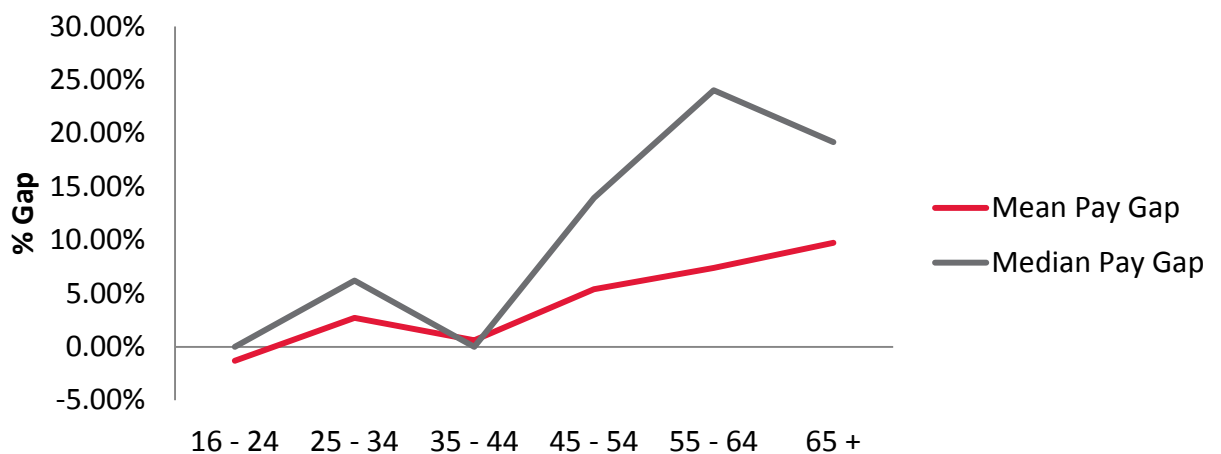


## 7. Analysis by Age

Age	Mean gender pay gap	Median gender pay gap
16 – 24	-1.31%	0%
25 – 34	2.72%	6.20%
35 – 44	0.62%	0%
45 – 54	5.40%	13.94%
55 – 64	7.39%	24.03%
65 +	9.75%	19.17%

7.1 Our pay gap analysis shows that the gap increases from the age of 45 onwards. The average age of the male workforce is 46 and the average age of a female worker is 47. Whilst female workers dominate all age bands, we can see a higher concentration of women aged 45-64. This has meant that higher proportions of men have progressed up their respective pay ranges than women.

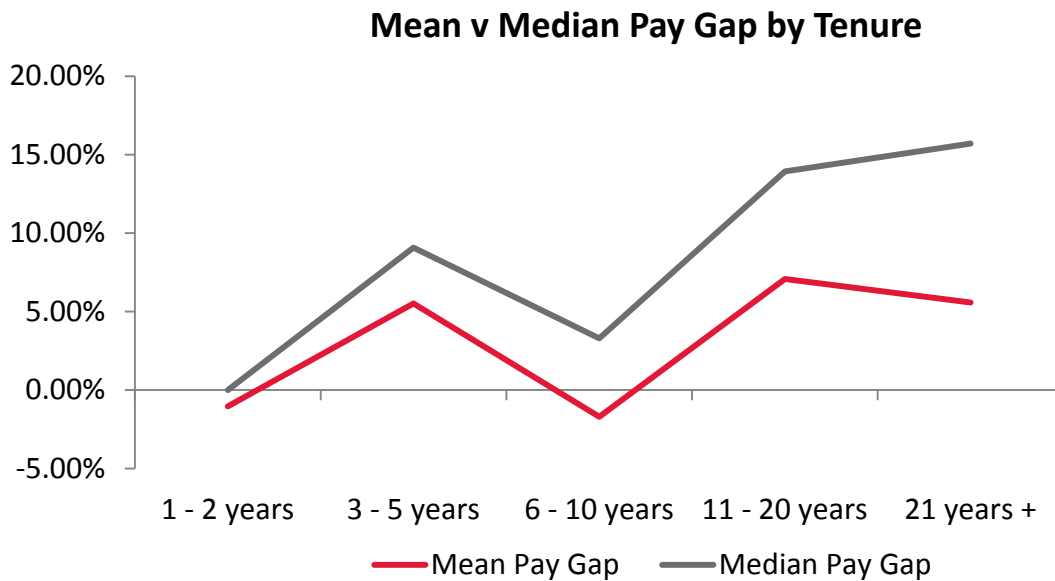
**Mean v Median Pay Gap by Age**



## 8. Analysis by Tenure

Tenure	Mean gender pay gap	Median gender pay gap
1 – 2 years	-1.05%	0%
3 – 5 years	5.52%	9.08%
6 – 10 years	-1.71%	3.29%
11 – 20 years	7.08%	13.94%
21 years +	5.58%	15.70%

8.1 Our pay gap analysis shows that the gap varies based on length of service. The average length of service of a male workforce is 13.37 years and the average length of service of a female worker is 12.99. The biggest gap can be seen amongst workers with 11 year or more service; typically these staff tend to fall in the upper pay quartile. The roles at this level are varied and market forces can inform levels of pay and in turn impact gender pay differentials.



## 9. Closing the gap

- 9.1 Bristol City Council will continue to address the ongoing difference in both mean and median percentages through further analysis of the reasons for disparity. By signing the Women in Business Charter the Council are committing to driving change, encouraging and supporting Women to progress through the organisation and work towards closing the gender pay gap.
- 9.2 Our Organisational Improvement Plan sets out our core programme of HR and learning and development support we have identified a series of key initiatives – set against six employee focused themes – which form the basis of this organisational improvement plan.
- 9.3 We recognise that organisations work better when they are diverse and inclusive – our decisions become properly informed by diverse and representative points of view, there are more opportunities for all, and colleagues feel proud to work here.
- 9.4 Our equality policy and strategy published in 2018 sets out our commitment to equality and diversity, and how we will; tackle equalities issues, aim to eliminate discrimination, create good relationships between communities in Bristol and ensure those from different backgrounds have similar life opportunities.
- 9.5 To ensure that the jobs employees undertake are of equal value, in setting the pay levels the Council undertakes job evaluation to determine the size of a job by following the nationally recognised Greater London Provincial Council (GLPC) Job Evaluation Scheme job evaluation scheme for Joint National Council employees. Evaluations are undertaken regularly for new jobs and also as part of restructures where a job significantly changes.
- 9.6 Exit monitoring is also carried out that can also be used to identify issues that may affect the gender pay gap. Pay gap monitoring forms part of the annual pay progression cycle to ensure that any decisions on pay do not adversely affect a protected characteristic group.
- 9.7 Our recruitment and selection processes look to support our commitment to offer internal promotion opportunities and help develop long term careers for employees through creating a mobile, flexible and agile workforce. Monitoring takes place throughout the process and looks at the protected characteristics to ensure they are treated fairly and where necessary, positive action will be undertaken to attract candidates from particularly under-represented groups. Our recruitment and selection process is currently under review and the Council will be ensuring that the reduction of the gender pay gap is taken into account for any changes to the policy.

- 9.8 The council is committed to helping all its employees achieve a balance between their working life and other priorities such as parental and caring responsibilities, leisure activities, charity work and other interests.
- 9.9 All employees have a statutory right to ask for flexible working which includes career breaks, part-time working, term-time working and job-sharing, and for their request to be considered.
- 9.10 There is additional support offered to women returners to work following maternity/adoption leave in order to enable them to return to work and fit around their work life balance. All employees have a right to take Shared Parental Leave, our policy that encourages the both parents to consider more time off for work life balance.
- 9.11 We will continue to develop new ways of working that offers flexibility that enables employees to continue to develop within the organisation whilst still enabling them to get the best out of their home life.
- 9.12 We want a workforce that – at all levels – is representative of the city we serve. We want diversity and inclusion embedded within our organisational culture, so that our employees feel confident about being themselves at work and consider the needs of the citizens they serve, in all that they do.