

Pay Gap Report



Data based as at 31 March 2021

Workforce & Change



1.	Introduction	3
2.	Calculating the Pay Gap	4
2.1.	The Mean Pay Gap	4
2.2.	The Median Pay Gap	4
3.	Gender Pay Gap.....	5
3.2.	Quartiles	6
3.3.	Full Time v Part Time.....	7
3.4.	Mean Gender Pay Gap by Salary Range	8
3.5.	Analysis by Directorate	9
3.6.	Core City and Local Public Sector Organisation Comparison	13
4.	Race Pay Gap.....	14
4.1.	Race Pay Gap Trend.....	15
4.2.	Quartiles	16
4.3.	Full v Part Time.....	16
4.4.	Mean Race Pay Gap by Salary Range.....	17
4.5.	Analysis by Directorate	17
4.6.	Core City and Local Public Sector Organisation Comparison	21
5.	Disability Pay Gap.....	22
5.1.	Disability Pay Gap Trend	22
5.2.	Quartiles	23
5.3.	Full v Part Time.....	24
5.4.	Mean Disability Pay Gap by Salary Range	25
5.5.	Analysis by Directorate	25
6.	LGB Pay Gap.....	29
6.1.	LGB Pay Gap Trend	29
6.2.	Quartiles	30
6.3.	Full v Part Time.....	31
6.4.	Mean LGB Pay Gap by Salary Range	32
6.5.	Analysis by Directorate	32
7.	Closing the gap	36

1. Introduction

- 1.1. 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'. This report also provides the race, disability and LGB pay gaps in the council, currently, there is no statutory reporting requirement but it is Council policy to report these pay gaps.
- 1.2. 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.
- 1.3. 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).
- 1.4. The 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. This same method is also applied to the Race and Disability Pay Gap to show the difference between Black, Asian and Minority Ethnic employees and White employees and also Disabled employees against Non-Disabled employees.
- 1.5. 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 e.g. in a Multi Academy Trust (MAT) has over 250 employees.
- 1.6. All pay calculations have been based on the same formula used 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.
- 1.7. Based on the criteria of a full pay relevant employee 233 employees were excluded from the pay gap calculation.
- 1.8. The ethnic groups that make up Black, Asian and Minority Ethnic are; Black/African/Caribbean/Black British, Asian/Asian British, mixed/multiple ethnic groups and other ethnic groups. The ethnic groups that make up White are; White British, Gypsy/Roma/Traveller/Irish Traveller, Irish, Other European and Other White background.

2. Calculating the Pay Gap

2.1. The Mean Pay Gap

The mean figure is derived by adding the hourly pay rate for all employees then dividing by the number of employees.

Gender - The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Race - The mean race pay gap is the difference between the mean hourly rate of pay of White full-pay relevant employees and that of Black, Asian and Minority Ethnic employees.

Disability - The mean disability pay gap is the difference between the mean hourly rate of pay of non-disabled full-pay relevant employees and that of disabled full-pay relevant employees.

LGB - The mean LGB pay gap is the difference between the mean hourly rate of pay of heterosexual full-pay relevant employees and that of LGB (Lesbian, Gay and Bisexual) full-pay relevant employees.

Any employees that do not meet the criteria of full pay relevant employee for the snapshot period or that we do not know the gender, race, disability status or sexual orientation for are excluded from the mean pay gap calculation.

2.2. The Median Pay Gap

The median figure is the middle value of pay rates. Half our employees will earn more than the median and half will earn less.

Gender - The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

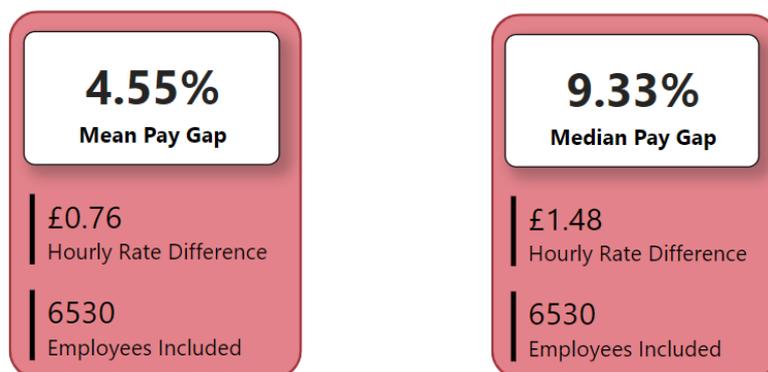
Race - The median race pay gap is the difference between the median hourly rate of pay of White British full-pay relevant employees and that of Black, Asian and Minority Ethnic or White Minority Ethnic full-pay relevant employees.

Disability - The median disability pay gap is the difference between the median hourly rate of pay of non-disabled full-pay relevant employees and that of disabled full-pay relevant employees.

LGB - The median LGB pay gap is the difference between the median hourly rate of pay of heterosexual full-pay relevant employees and that of LGB full-pay relevant employees.

Any employees that do not meet the criteria of full pay relevant employee for the snapshot period or that we do not know the gender, race, disability status or sexual orientation for are excluded from the mean pay gap calculation.

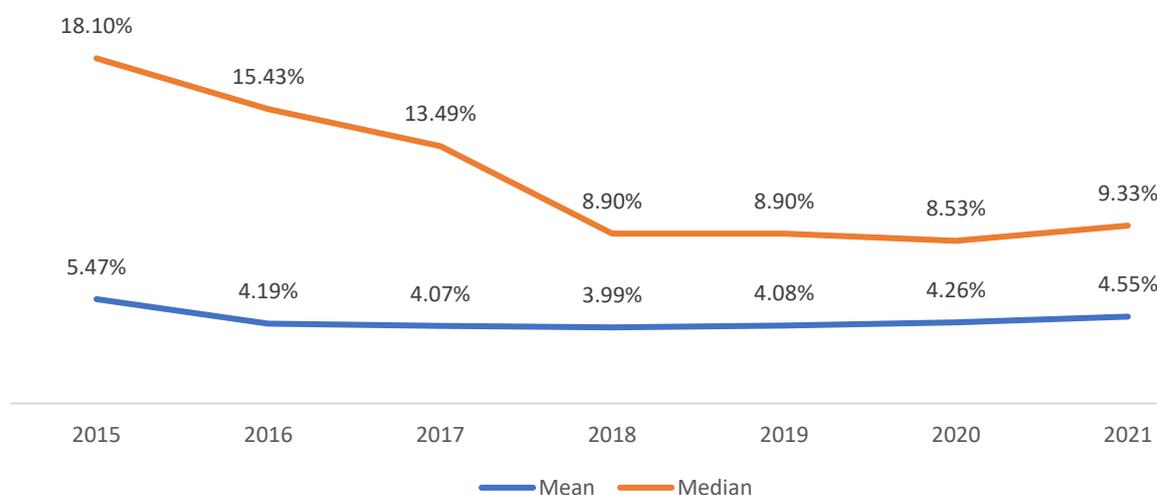
3. Gender Pay Gap



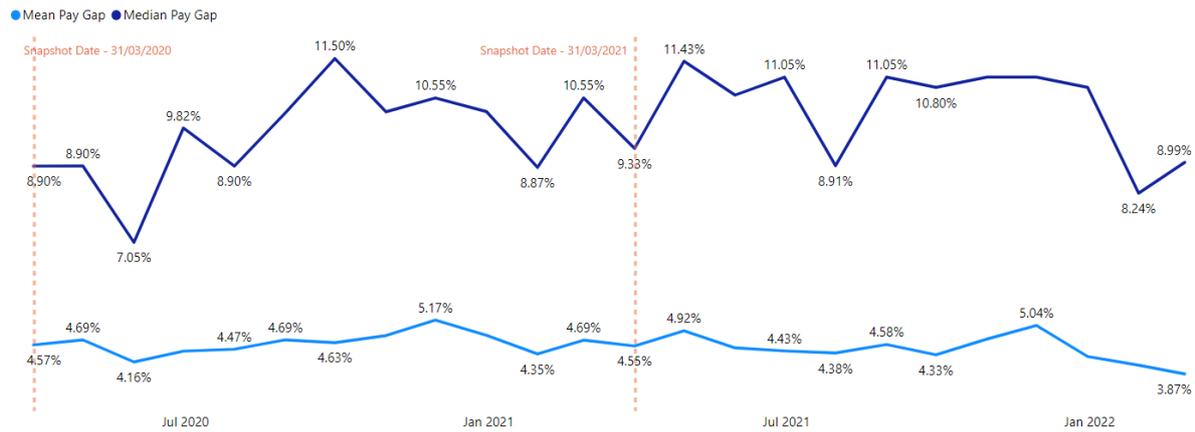
The Council's gender pay gap analysis indicates that mean pay for men is 4.55% higher than that of women, with men having a mean hourly rate of £16.71 and women having a mean hourly rate of £15.96. The median pay for men is 9.33% higher than that of women, with men having a median hourly rate of £15.88 and women having a median hourly rate of £14.40. The difference between the mean and median figures is due to the high proportion of women in the bottom quartiles of employees.

3.1. Gender Pay Gap Trend

This is a trendline of the council's reported gender pay gap as at each snapshot date since 2015.



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 4.55% and a median of 9.33% in 2021. It is important to note that the employees categorised as full pay relevant employees on the snapshot date can vary at each reporting period, for example in this reporting period 233 employees were excluded from the calculation.

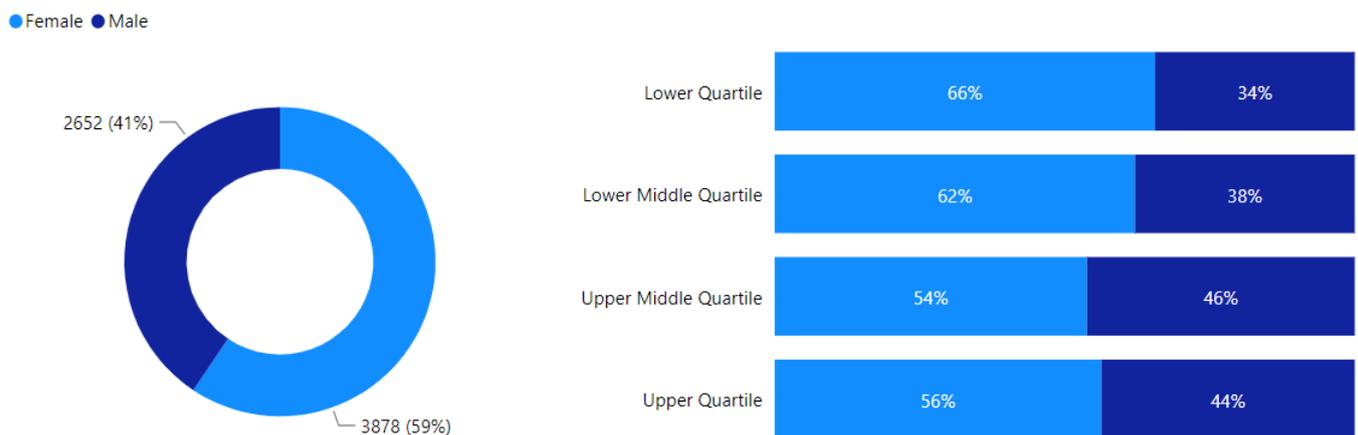


Since the gender pay gap was reported for 2020 the HR Analytics team have been able to further refine the report used to calculate the pay gap, the figure for March 2020 is now slightly higher than the pay gap reported at the time at 4.55%. The new report enables the pay gap to be automatically calculated monthly. The chart above shows the monthly gender pay gap since March 2020. The latest mean gender pay gap is 3.87% and the latest median gender pay gap is 8.99% as of 28 February 2022.

Further analysis of the Gender Pay Gap are provided below:

3.2. Quartiles

- Lower Quartile (£7.44 - £12.20)
- Lower Middle Quartile (£12.21 - £15.33)
- Upper Middle Quartile (£15.34 - £18.53)
- Upper Quartile (£18.54 - £87.88)



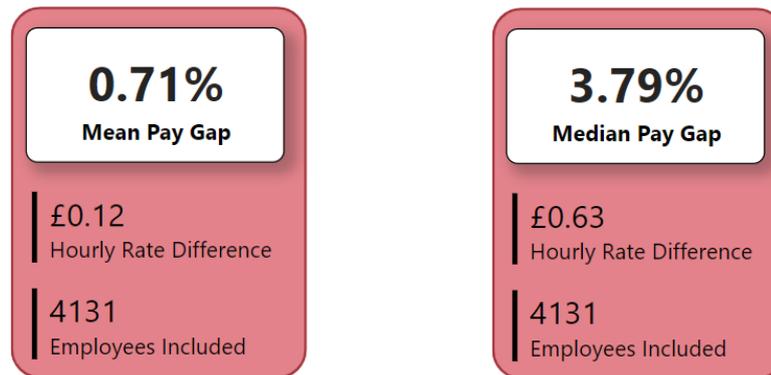
Women make up 59% of the overall workforce however you can see that in the lower quartiles there are a higher than average percentage of women and in the upper quartiles there is a lower than average percentage of women. The greatest disparity between men and women is in the lowest 25 percent (Lower Quartile) of jobs where a significant number of jobs, whilst attracting less pay, have traditionally offered more flexible working arrangements e.g. part time or term time hours which have proven to be an attraction for women for a number of work life 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.

3.3. Full Time v Part Time

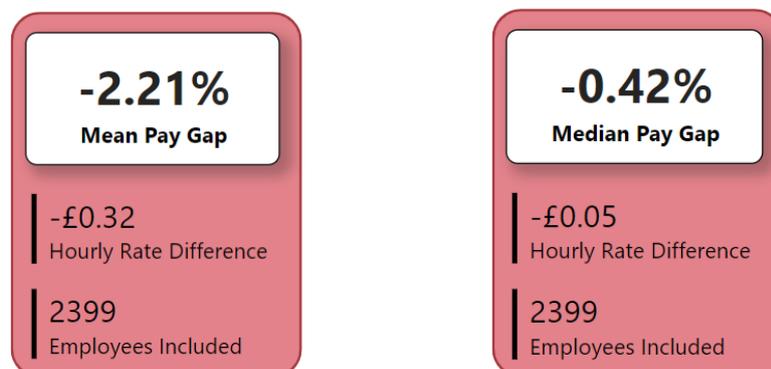
Whilst it is only necessary to report all full pay relevant employees together, when the gender pay is analysed in more detail by considering the proportion of full and part time employees impacts on the gender pay gap as the table below illustrates.

Full Time Employees



When the mean pay gap is compared we see the mean for full time employees is 0.71% and the median is 3.79%, this is considerably less than the council's overall mean and median gender pay gap. This means that mean pay for full time male employees is 0.71% more than their full time female colleagues and that median pay for full time male employees is 3.79% higher than their full time female colleagues.

Part Time Employees

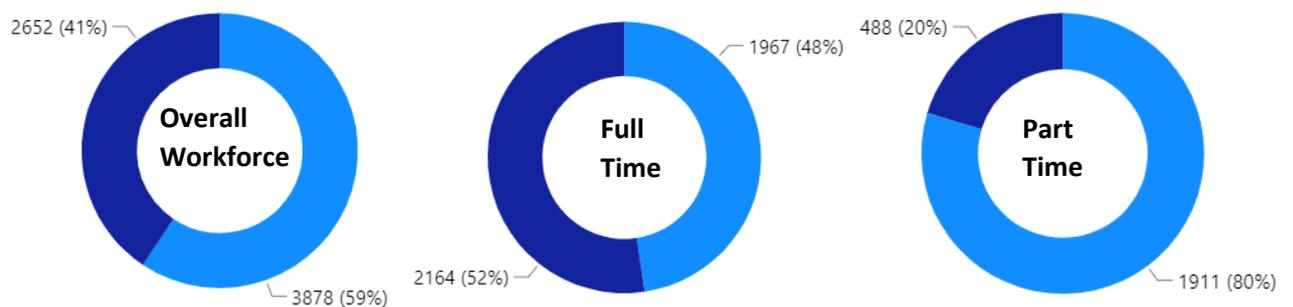


When the mean pay gap is compared we see the mean for part time employees is -2.21% and the median is -0.42%, this is considerably less than the council's overall mean and median gender pay gap. This means that mean pay for part time male employees is 2.21% less than their part time female colleagues and that median pay for part time male employees is 0.42% less than their part time female colleagues.

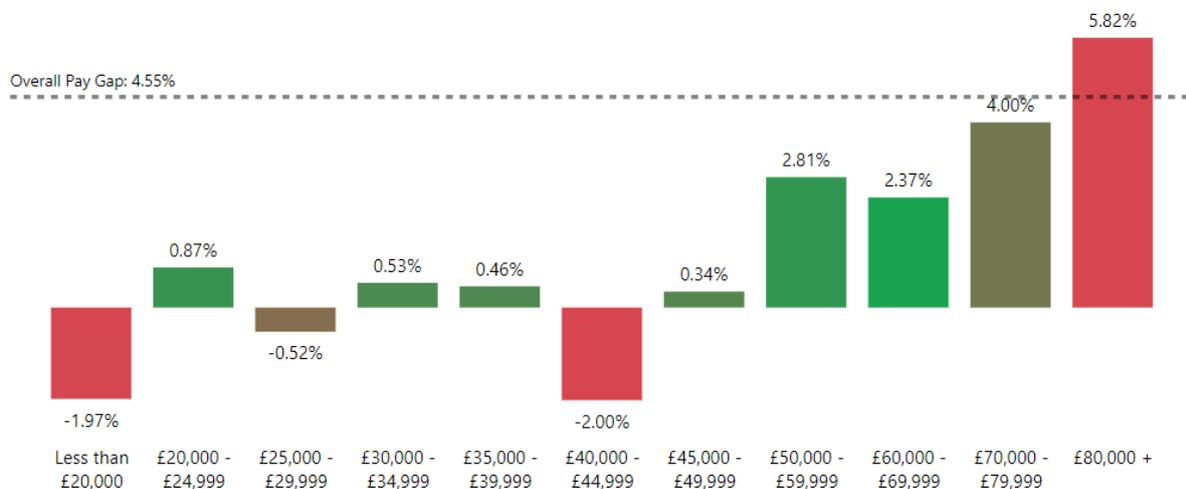
Full Time vs Part Time Representation

There is a disparity between male and female employees working full time and part time. 80% of part time workers are female whereas only 20% of part time workers are male. This is influenced by the far higher proportion of women tending to seek a work life balance for family commitments compared to men. The council offers a wide and diverse range of job opportunities many of which are part time which attracts women to work for the organisation.

● Female ● Male



3.4. Mean Gender Pay Gap by Salary Range

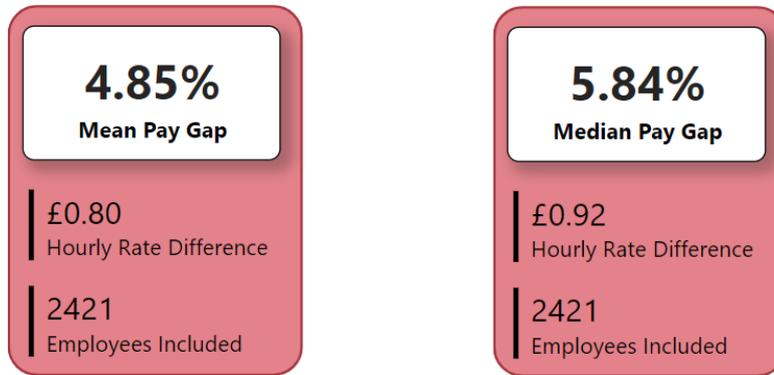


Only the £80,000+ salary range has a mean gender pay gap greater than the council's overall pay gap and the next highest pay gap is in the £70,000 - £79,000 salary range, this correlates with the under representation of females in the upper quartile. The salary ranges with a negative pay gap indicate that the mean pay for female employees is higher than the mean pay of male employees.

3.5. Analysis by Directorate

Analysis of the gender pay gap by Directorate shows clear differences between male and female pay. When looking into more detail we can see that this is due to the distribution of employees by quartiles and job types typically found in each Directorate.

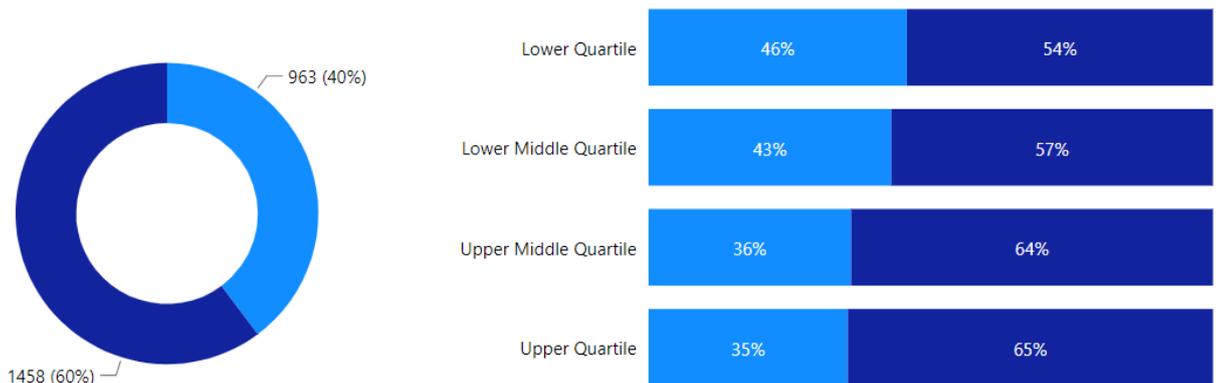
Growth and Regeneration



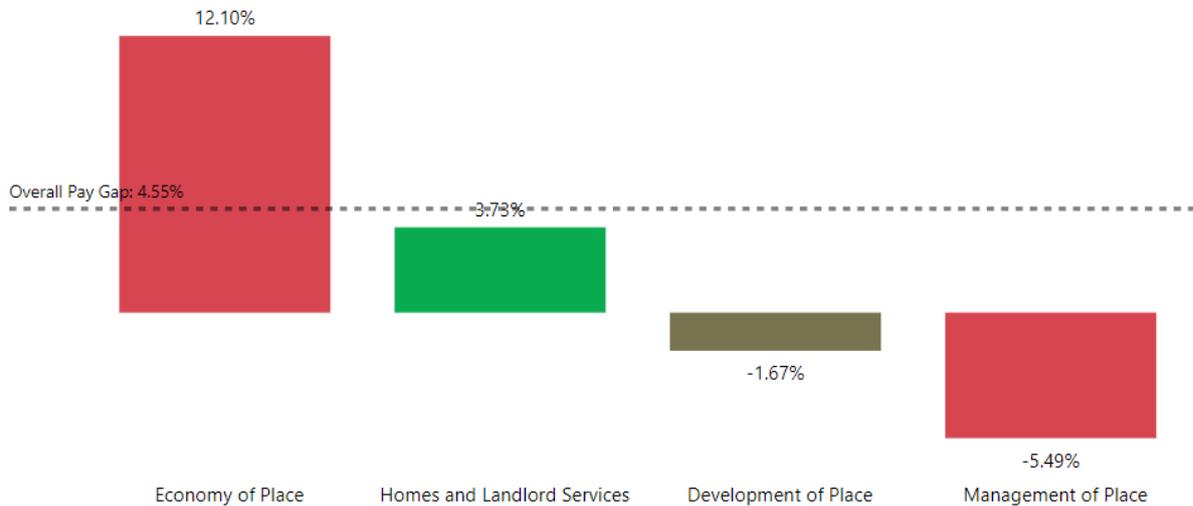
The Growth and Regeneration Directorate has a mean gender pay gap of 4.85%, this is slightly higher than the overall mean pay gap for Bristol City Council. It also has median gender pay gap of 5.84%, this is lower than the overall median pay gap.

This Directorate contains more male employees occupying upper quartile roles. Overall, the Directorate has a 60:40 ratio of employees in favour of males, this disparity is also true when looking at the upper quartiles (Upper Middle Quartile – M 64:36 F and Upper Quartile M 65:35 F). The lower quartiles are more evenly distributed (Lower Middle Quartile M 57:43 F and Lower Quartile M 54:46 F).

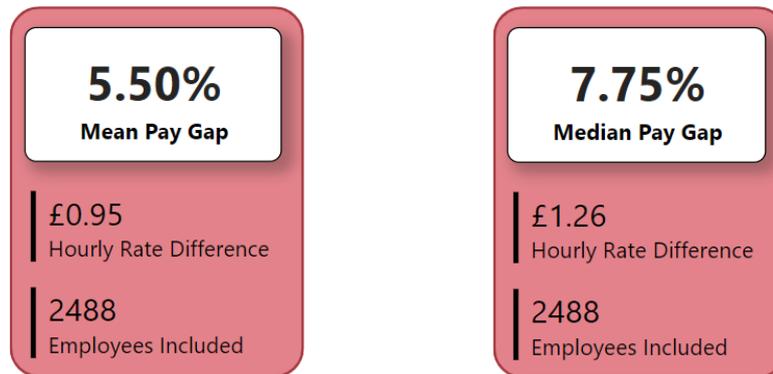
● Female ● Male



When looking at the mean pay gap by the divisions within Growth and Regeneration we can see that Economy of Place has a much larger mean gender pay gap of 12.10%, Homes and Landlords has a mean gender pay gap lower than the corporate overall gap and Development of Place and Management of Place have negative mean gender pay gaps.

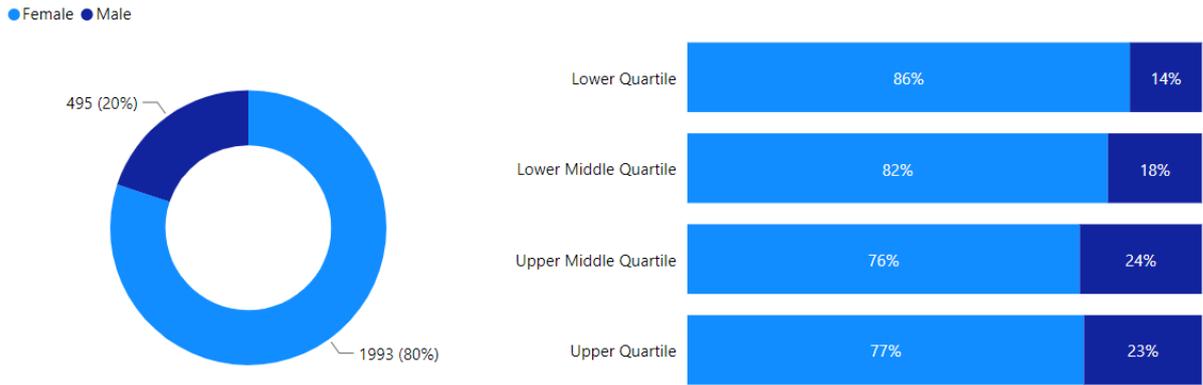


People

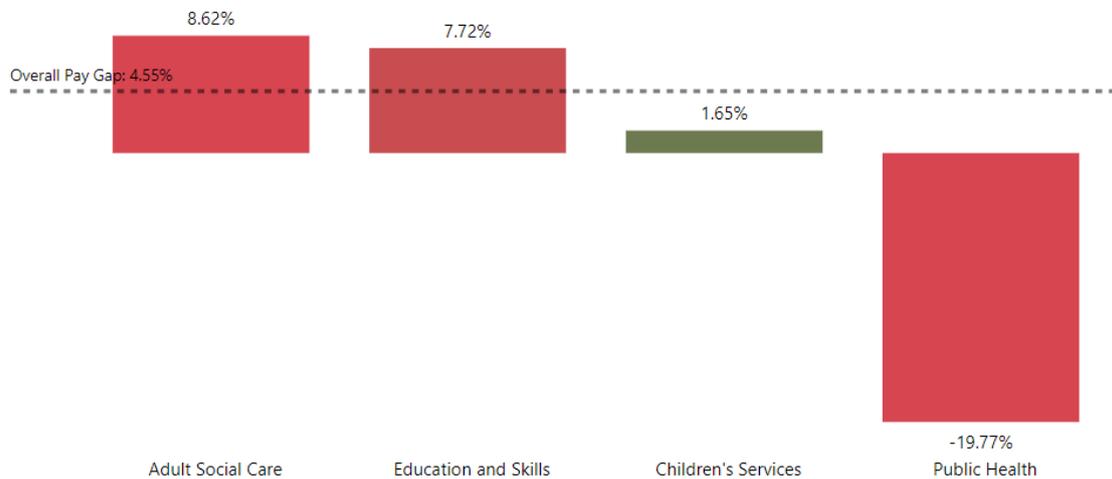


The People Directorate has a mean gender pay gap of 5.50%, this is higher than the overall mean pay gap for Bristol City Council. It also has median gender pay gap of 7.75%, this is lower than the overall median pay gap.

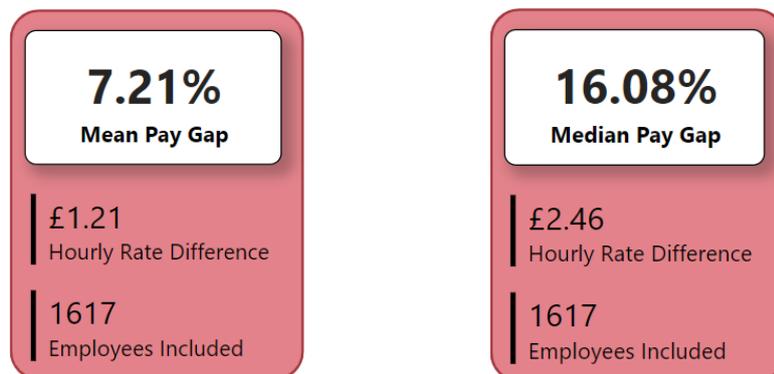
This Directorate has a ratio of employees 20:80 in favour of Females and the quartile breakdown follows a similar distribution. Due to there being fewer male employees in the People Directorate, a normal distribution cannot be achieved. Therefore, the distribution is more likely to be random or variable. There is also a much higher percentage of female employees working part time than any other part of the organisation.



When looking at the mean pay gap by the divisions within People we can see that Adult Social Care and Education and Skills have a larger mean gender pay gap of 8.62% and 7.72%, Children’s Services has a mean gender pay gap lower than the corporate overall gap and Public Health have a large negative mean gender pay gap.

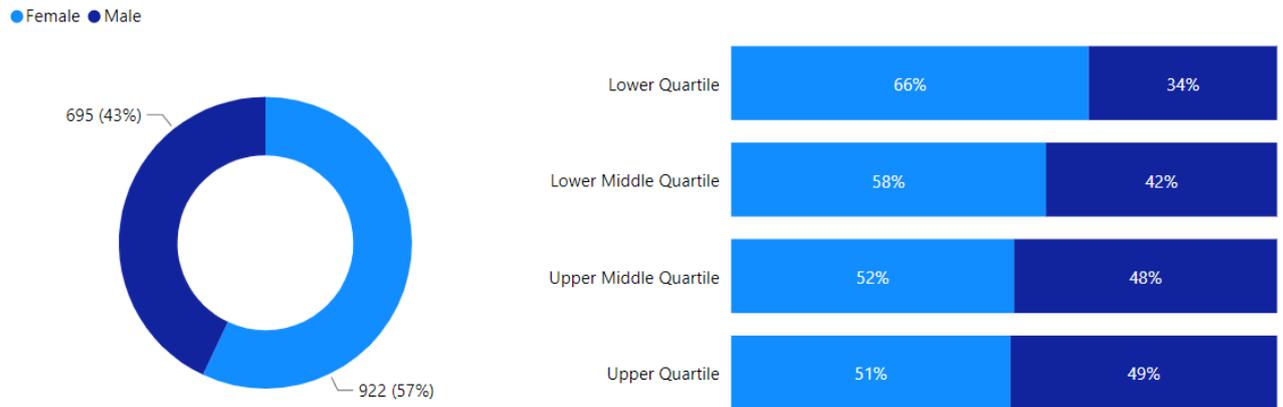


Resources

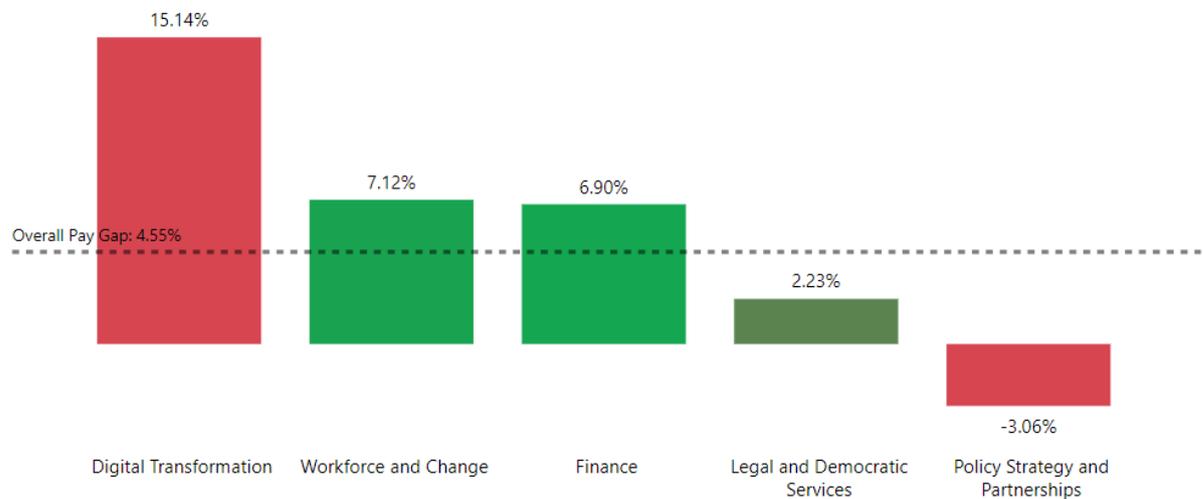


The Resources Directorate has a mean gender pay gap of 7.21%, this is higher than the overall mean pay gap for Bristol City Council. It also has median gender pay gap of 16.08%, this is higher than the overall median pay gap.

This Directorate has a more even distribution of male and female employees (M 43:57 F) compared to other Directorates. It has a high number of female employees working in the lower quartiles (Lower Middle Quartile – M 42:58 F and Lower Quartile M 34:66 F). These quartiles include services that are typically more flexible and offer better work life balance options for female employees such as Cleaning Services and Admin and Business Support. The upper quartiles in Resources are evenly distributed (Upper Middle Quartile – M 52:48 F and Upper Quartile M 49:51 F).



When looking at the mean pay gap by the divisions within Resources we can see that Digital Transformation has a much larger mean gender pay gap than the council overall. This is because 72% of employees in the upper quartile are male which is a significant over representation.



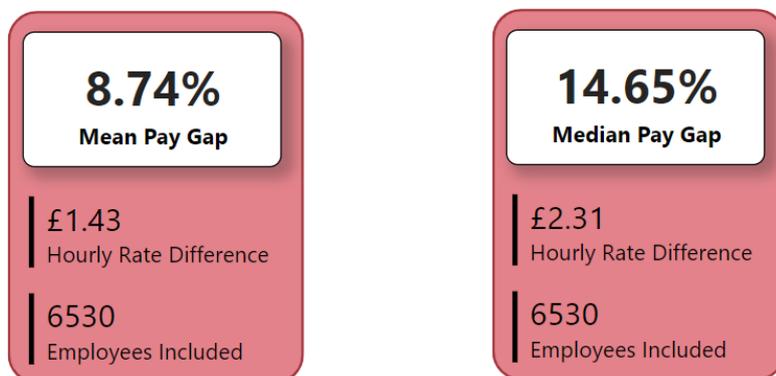
3.6. Core City and Local Public Sector Organisation Comparison

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. At the time of writing not all of the below employees had published their data, they are marked as N/A.

31 st March 2021			
	Organisation	Mean Gender Pay Gap	Median Gender Pay Gap
Core Cities	Bristol	4.55%	9.33%
	Birmingham	4.8%	3.9%
	Cardiff	1.1%	0.8%
	Leeds	6.0%	10.4%
	Liverpool	5.9%	4.7%
	Manchester	8.0%	7.9%
	Newcastle	2.9%	5.8%
	Nottingham	2.9%	0.0%
	Sheffield	0.5%	5.6%
Public Sector Data	Avon & Somerset Police	9.4%	16.0%
	Avon & Wiltshire Mental Health Partnership NHS	14.5%	7.4%
	South West Ambulance Service	6.4%	14.5%
	Bristol University	18.3%	13.7%
	North Bristol NHS Trust	22.7%	5.9%
	University of the West of England	12.0%	11.0%
	Avon Fire & Rescue Service	0.7%	0.0%
	University Hospitals Bristol NHS	N/A	N/A

4. Race Pay Gap

The calculation used for calculating the race pay gap has changed this year following research into how other companies including CIPD, Law Society, Deloitte and Brent Council calculate the race pay gap. We now calculate the hourly rate of White Employees against the hourly rate of Black, Asian and Minority Ethnic employees. This has changed from calculating against White British employees.



The councils race pay gap analysis indicates that mean pay for White employees is 8.74% higher than that of Black, Asian and Minority Ethnic staff and the median pay for White employees is 14.65% higher than that of Black, Asian and Minority Ethnic staff.

Any employees that we do not know the ethnic origin of or prefer not to state their ethnic origin are excluded from the calculation. Improving the accuracy of our ethnic origin representation data is important to improve the calculation of our race pay gap.

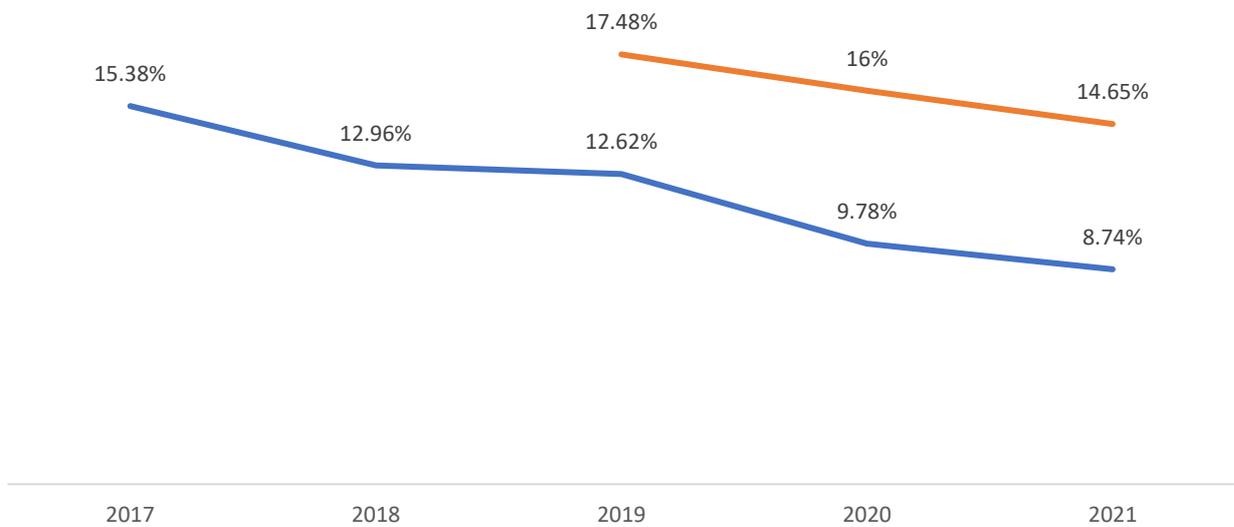
The table below shows the mean pay gap by ethnic origin against English/Welsh/Scottish/Northern Irish/British employees. Please note that the lower the headcount the more likelihood that this data may include a disproportionate number of outliers or anomalies. This could therefore skew the pay gap for those ethnic origins.

Ethnic Origin	Headcount	Mean	Mean Pay Gap
African background	72	£13.44	18.3%
Any other Black, Black British or Caribbean background	96	£15.35	6.7%
Arabic	2	£12.23	25.7%
Asian and White	39	£16.44	0.1%
Bangladeshi	10	£16.24	1.3%
Black African and White	27	£14.67	10.9%
Black Caribbean and White	72	£15.49	5.9%
Caribbean	173	£14.27	13.3%
Chinese	20	£17.44	-6.0%
Indian	54	£16.27	1.2%
Irish	65	£17.22	-4.6%
Other Asian background	37	£15.61	5.2%
Other ethnic group	26	£16.31	0.9%
Other European	44	£14.30	13.1%

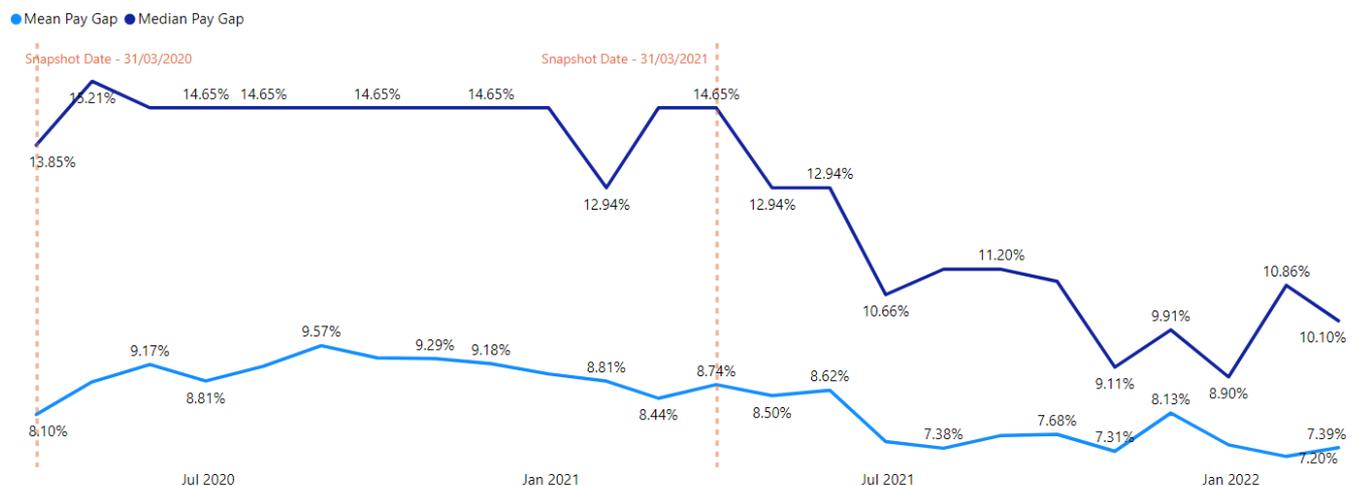
Other mixed ethnic background	70	£15.64	5.0%
Other White background	224	£15.50	5.8%
Pakistani	44	£15.05	8.6%
Roma, Gypsy or Irish Traveller	8	£15.78	4.1%
Somali	38	£11.77	28.5%
English/Welsh/Scottish/Northern Irish/British	4886		

4.1. Race Pay Gap Trend

This is a trendline of the council’s reported race pay gap as at each snapshot date since 2017. Please take note of the change in calculation for 2021.



The Councils Black, Asian and Minority Ethnic pay gap has reduced from a mean of 15.38% in 2017 to a mean of 8.74% in 2021. The median has reduced from 17.48% in 2019 to 14.65% in 2021.



Since the race pay gap was reported for 2020 the HR Analytics team have been able to further refine the report used to calculate the pay gap, the figure for March 2020 is now lower than the pay gap reported at the time at 8.10%. The new report enables the pay gap to

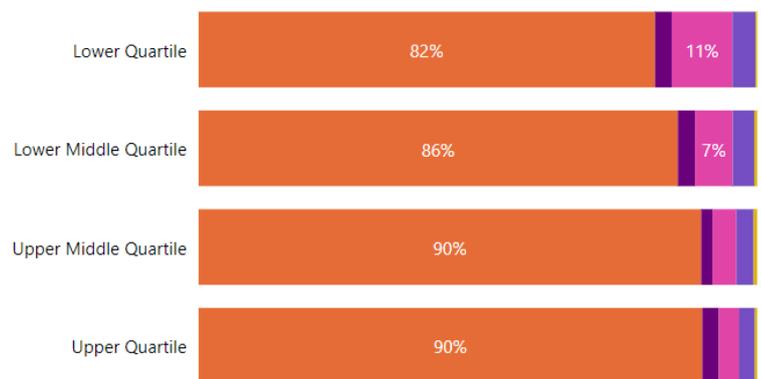
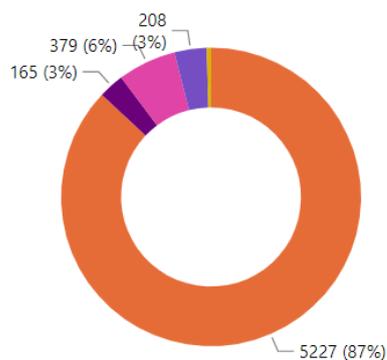
be automatically calculated monthly. The chart above shows the monthly race pay gap since March 2020. The latest mean race pay gap is 7.39% and the latest median race pay gap is 10.10% as of 28 February 2022.

Further analysis of the Race Pay Gap are provided below:

4.2. Quartiles

- Lower Quartile (£7.44 - £12.20)
- Lower Middle Quartile (£12.21 - £15.33)
- Upper Middle Quartile (£15.34 - £18.53)
- Upper Quartile (£18.54 - £87.88)

● White ● Asian or Asi... ● Black or Bl... ● Mixed ● Other Eth...

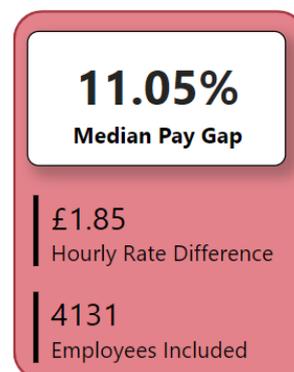
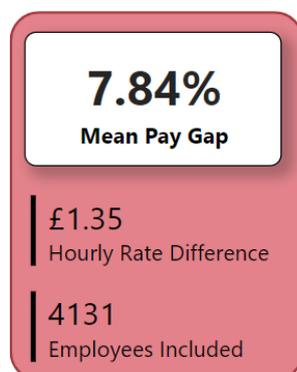


We tend to see a higher representation of Black, Asian and Minority Ethnic employees in the lower quartiles and a lower representation in the upper quartiles.

4.3. Full v Part Time

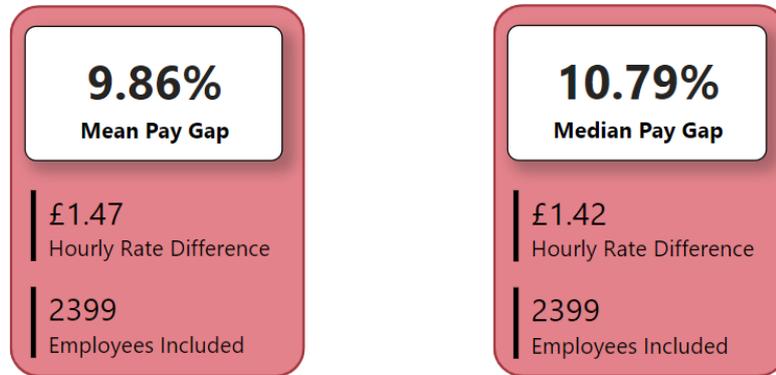
There is no difference between the number of Black, Asian and Minority Ethnic staff working full time and part time (13%).

Full Time Employees



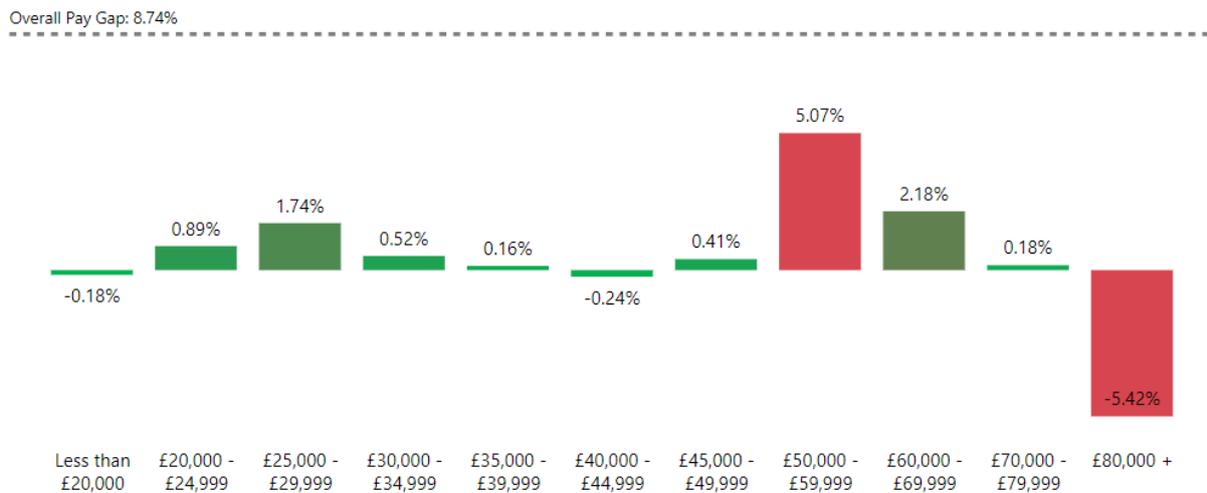
When the mean race pay gap is compared we see the mean for full time employees is 7.84% and the median is 11.05%, this is less than the council’s overall mean and median race pay gap.

Part Time Employees



When the mean pay gap is compared we see the mean for part time employees is 9.86% and the median is 10.79%, this is more than the council’s overall mean and median race pay gap.

4.4. Mean Race Pay Gap by Salary Range

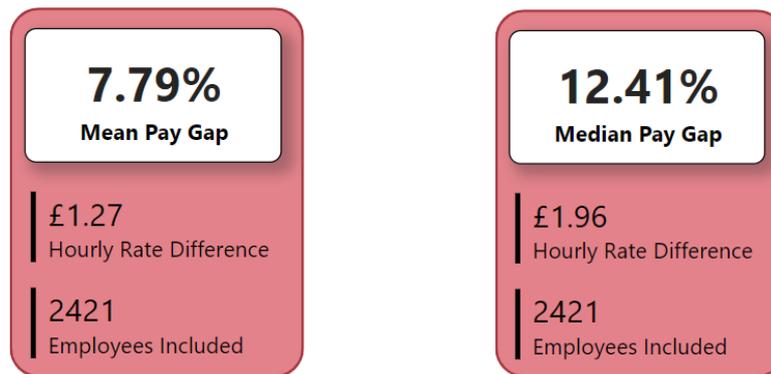


The £50,000 - £59,999 salary range has the highest mean race pay gap of 5.07% however the £80,000+ salary range has a negative mean pay gap of -5.42%. None of the mean pay gaps by salary range are higher than the overall Black, Asian and Minority Ethnic Mean Pay Gap.

4.5. Analysis by Directorate

When analysing the race pay gap by Directorate we can clearly see large differences between White and Black, Asian and Minority Ethnic pay. When looking into more detail we can see that this is due to the distribution of employees by quartiles and job types typically found in each Directorate for example:

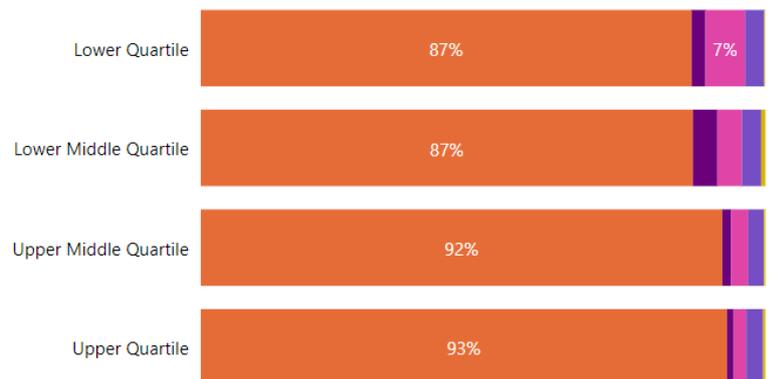
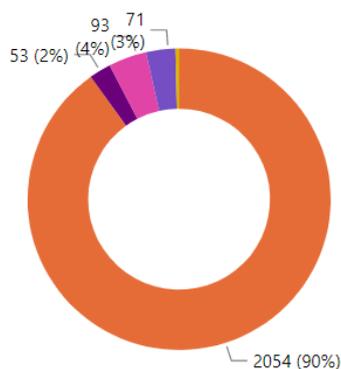
Growth and Regeneration



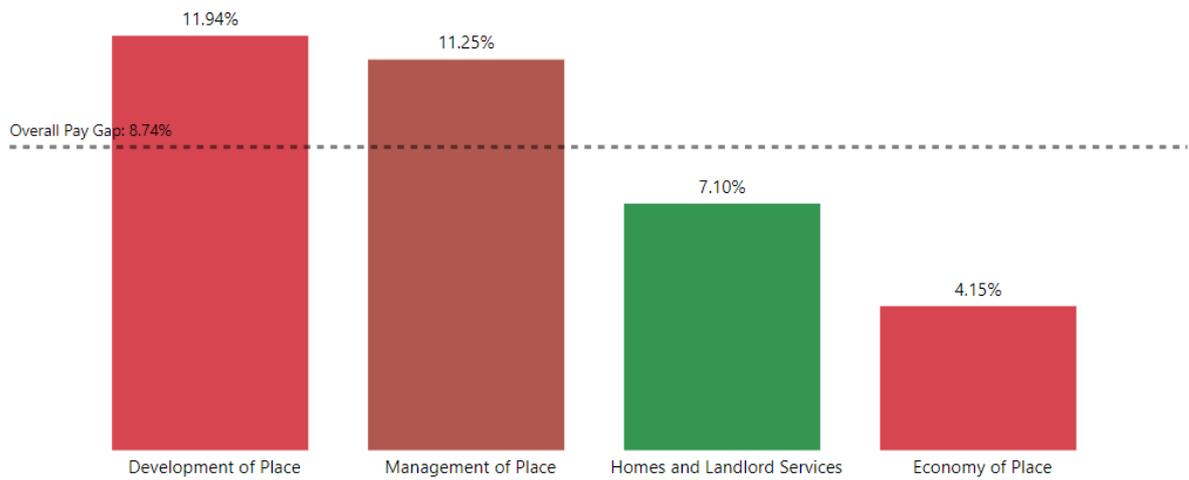
The Growth and Regeneration Directorate has a mean race pay gap of 7.79%, this is lower than the overall mean pay gap for Bristol City Council. It also has median race pay gap of 12.41%, this is lower than the overall median pay gap.

The upper quartiles have a greater population of White British staff (Upper Middle Quartile – 89% White British and Upper Quartile – 90% White British). This indicates that Black, Asian and Minority Ethnic employees are under-represented in the higher salary bands in the Growth and Regeneration Directorate.

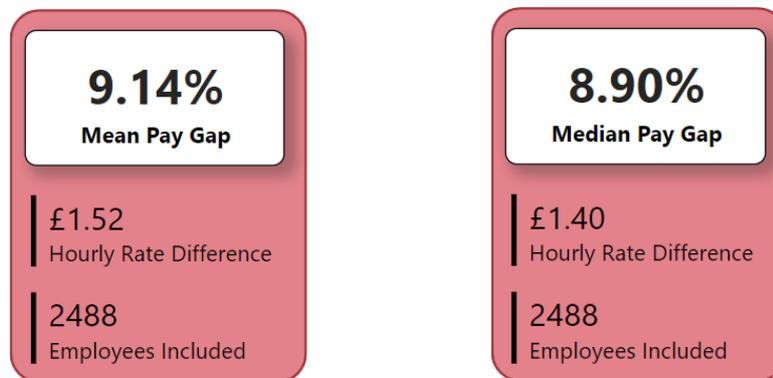
● White ● Asian or Asi... ● Black or Bl... ● Mixed ● Other Eth...



When looking at the mean pay gap by the divisions within Growth and Regeneration we can see that Development of Place and Management of Place have a larger mean race pay gap of 11.94% and 11.25%, Homes and Landlord Services and Economy of Place both have lower mean pay gaps that overall council figure.

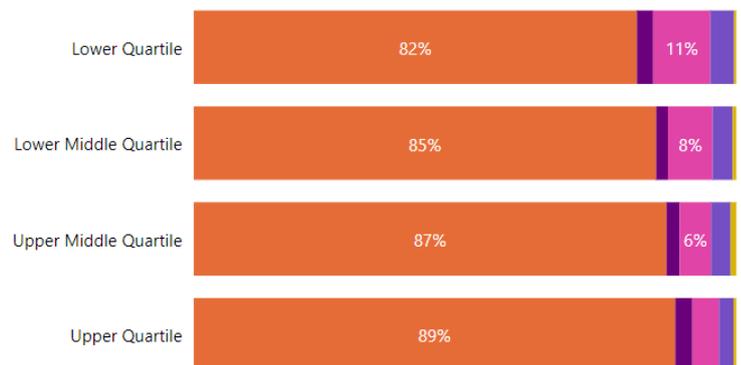
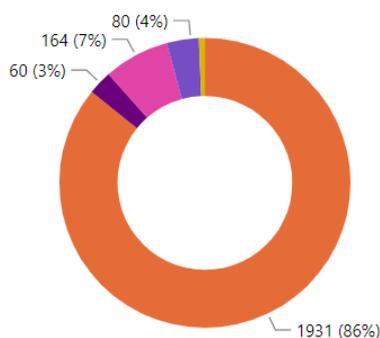


People

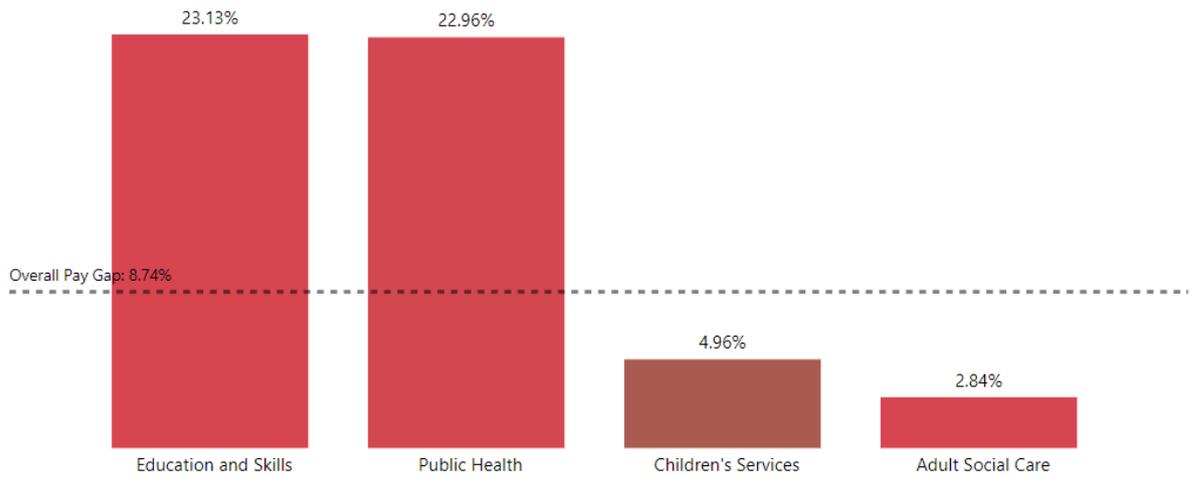


The People Directorate has a higher mean race pay gap and a lower median race pay gap than the councils overall figure and the analysis by quartiles and part time employees are more evenly distributed.

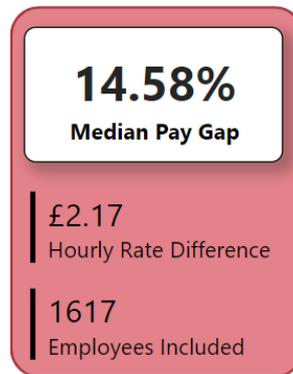
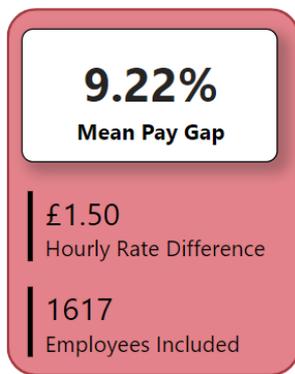
● White ● Asian or Asi... ● Black or BI... ● Mixed ● Other Eth...



When looking at the mean pay gap by the divisions within People we can see that Education and Skills and Public Health have significantly larger mean race pay gaps than the council overall. This is because there is under representation of Black, Asian and Minority Ethnic employees in the upper quartiles. Children's Services and Adult Social Care both have lower mean pay gaps that overall council figure.



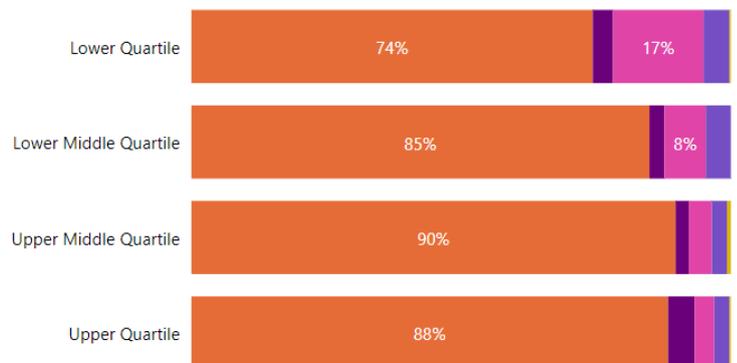
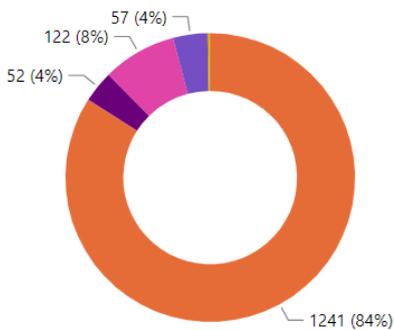
Resources



The Resources Directorate has a higher mean race pay gap and a lower median race pay gap than the councils overall figure.

Within this Directorate we can see a higher representation of Black, Asian and Minority Ethnic (26%) employees in the lowest quartile and a lower representation of White employees (74%).

● White ● Asian or Asi... ● Black or Bl... ● Mixed ● Other Eth...



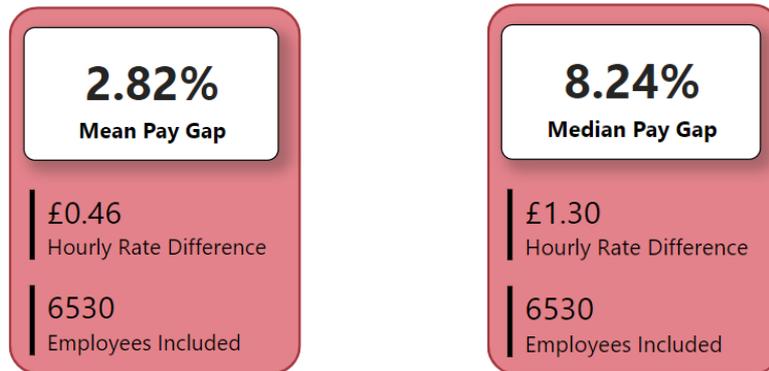
When looking at the mean pay gap by the divisions within Resources we can see that Workforce and Change has a significantly larger mean race pay gap than the council

overall. This is because there is significant under representation of Black, Asian and Minority Ethnic employees in the upper quartiles. All other divisions have a mean race pay gap lower than the council overall figure with a significant negative pay gap in Policy Strategy and Partnerships.

4.6.Core City and Local Public Sector Organisation Comparison

Birmingham City Council reported a mean race pay gap of 7.9% and a median of 5.79% in 2019/20. Nottingham City Council reported a mean race pay gap of 11.7% and a median of 8.2% in 2019/20. Currently there are no other comparison figures available. There are no comparison figures for 2020/21 available at the time of writing.

5. Disability Pay Gap

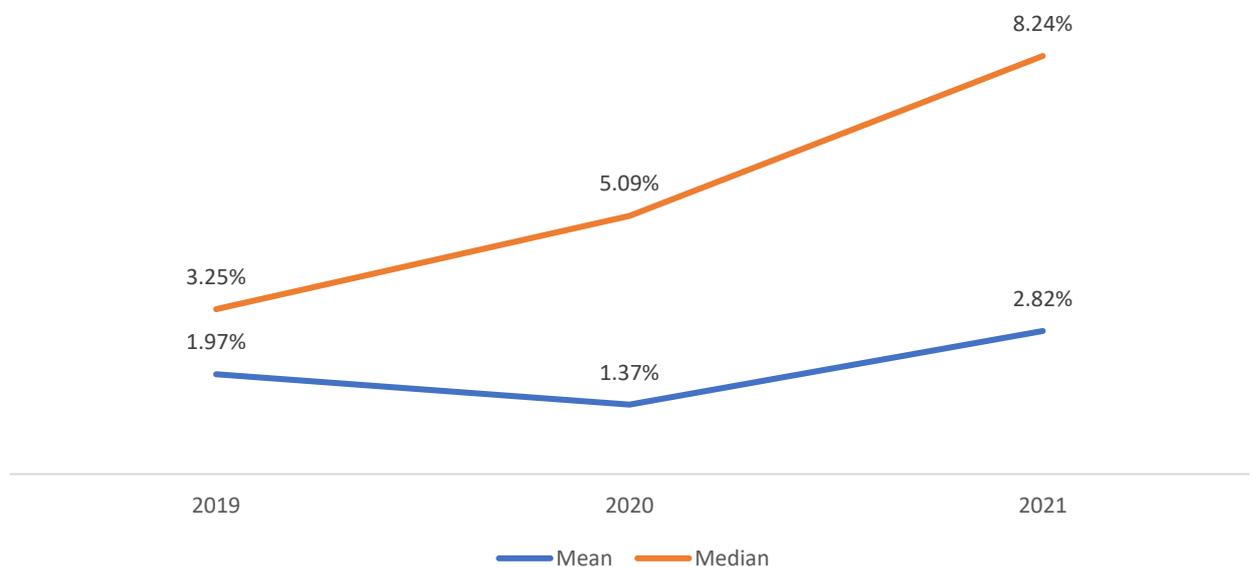


The council's disability pay gap analysis indicates that mean pay for non-disabled employees is 2.82% higher than that of disabled employees and the median pay for non-disabled employees is 8.24% higher than that of disabled employees.

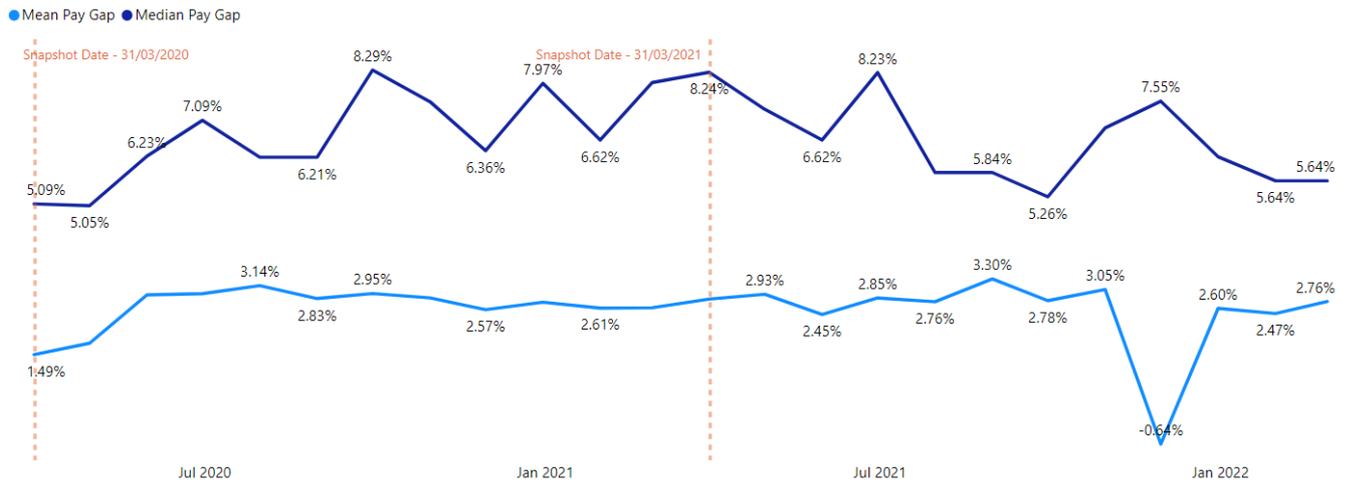
Any employees that we do not know have a disability or prefer not to state if they are disabled are excluded from the calculation. Improving the accuracy of our disability representation data is important to improve the calculation of our disability pay gap.

5.1. Disability Pay Gap Trend

This is a trendline of the council's reported disability pay gap as at each snapshot date since 2019. Please take note of the change in calculation for 2021.



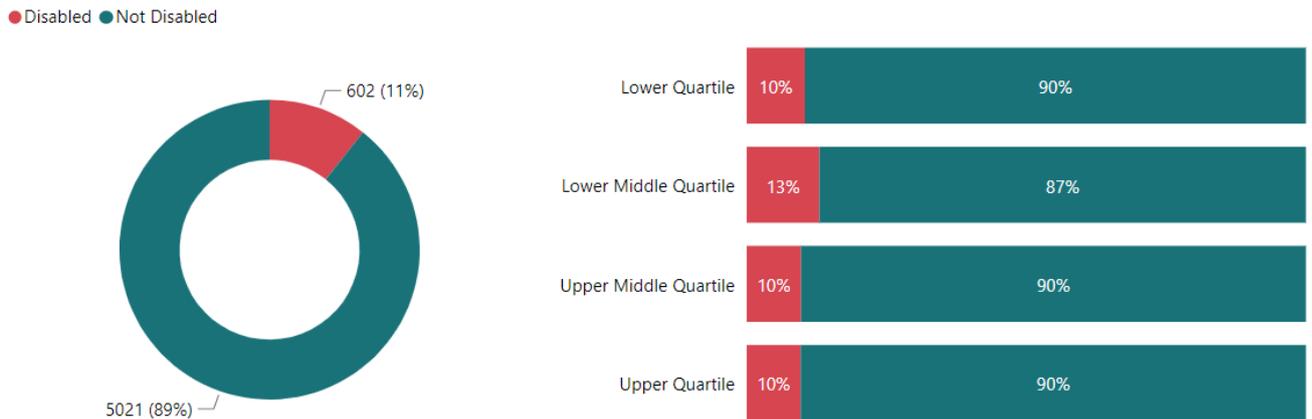
The Council's disability pay gap has increased from a mean of 1.97% in 2019 to a mean of 2.82% in 2021. The median has increased from 3.25% in 2019 to 8.24% in 2021.



Since the disability pay gap was reported for 2020 the HR Analytics team have been able to further refine the report used to calculate the pay gap, the figure for March 2020 is now slightly higher than the pay gap reported at the time at 1.49%. The new report enables the pay gap to be automatically calculated monthly. The chart above shows the monthly disability pay gap since March 2020. The latest mean disability pay gap is 2.76% and the latest median gender pay gap is 5.64% as of 28 February 2022.

5.2. Quartiles

- Lower Quartile (£7.44 - £12.20)
- Lower Middle Quartile (£12.21 - £15.33)
- Upper Middle Quartile (£15.34 - £18.53)
- Upper Quartile (£18.54 - £87.88)

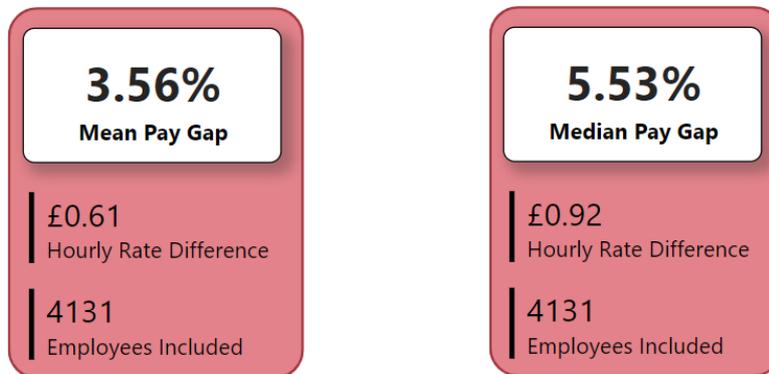


The lower middle quartile contains the highest proportion of Disabled employees compared to the other quartiles that all have the same ratio of employees.

5.3. Full v Part Time

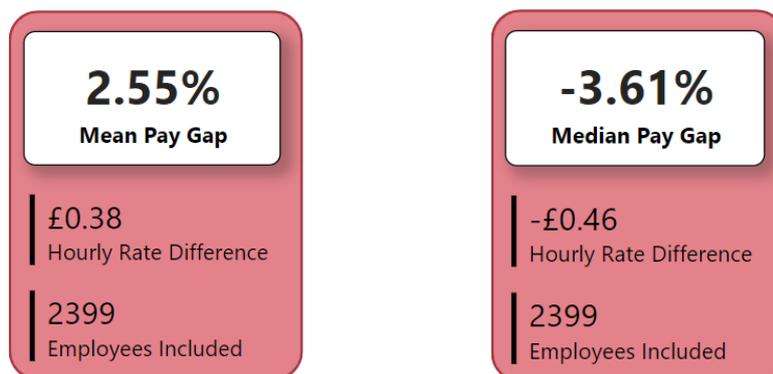
There is a very small difference between the number of disabled staff working full time (11%) and part time (10%).

Full Time Employees



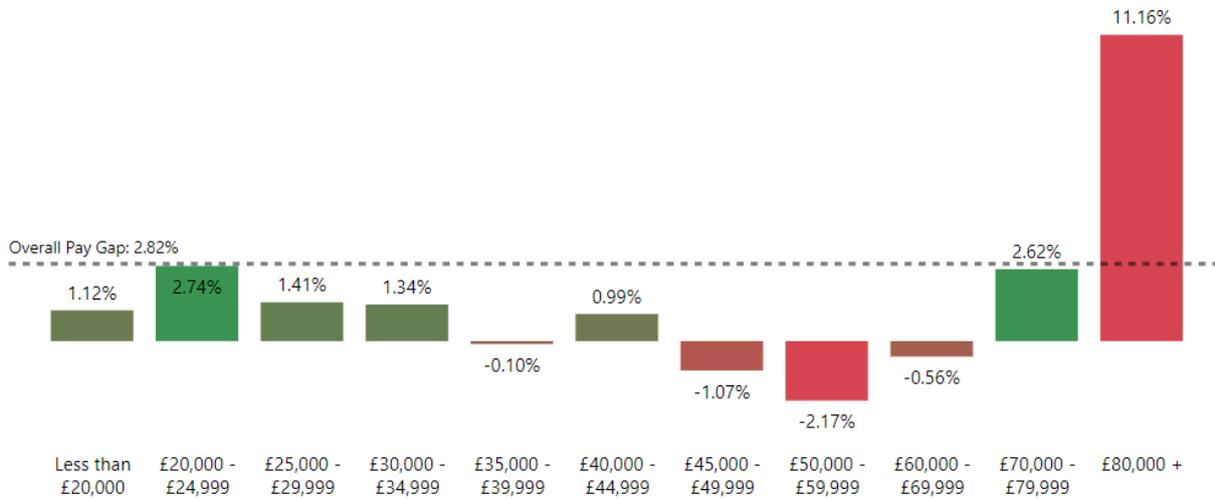
When the mean disability pay gap is compared we see the mean for disabled full time employees is 3.56% and the median is 5.53%, this is higher than the council's overall mean pay gap and less than median disabled pay gap.

Part Time Employees



When the mean pay gap is compared we see the mean for part time employees is 2.55% and the median is -3.61%, this is less than the council's overall mean and median disability pay gap.

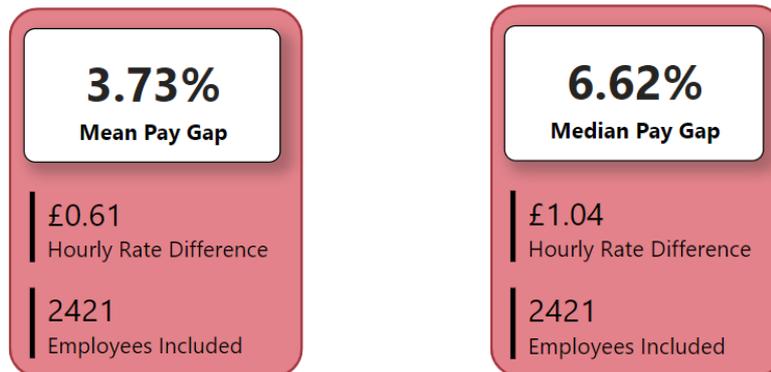
5.4. Mean Disability Pay Gap by Salary Range



The £80,000+ salary range has the highest mean disability pay gap of 11.16% however all other salary ranges have a mean pay gap less than the council overall mean disability pay gap.

5.5. Analysis by Directorate

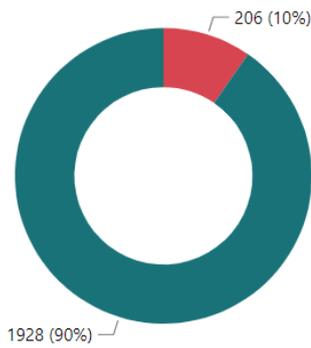
Growth and Regeneration



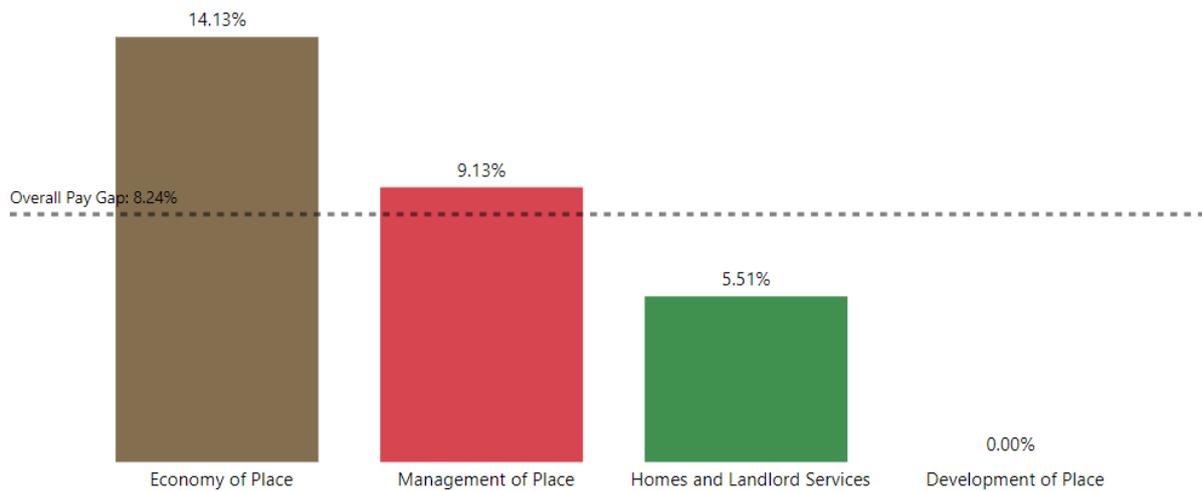
The Growth and Regeneration Directorate has a mean disability pay gap of 3.73%, this is higher than the overall mean pay gap for Bristol City Council. It also has a median disability pay gap of 6.62%, this is lower than the overall median pay gap.

There is a slight under representation of disabled employees in the upper quartiles.

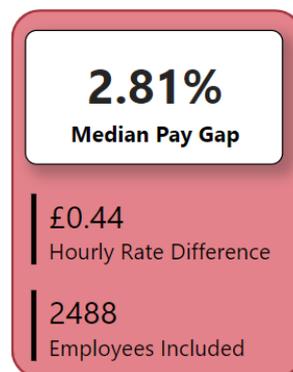
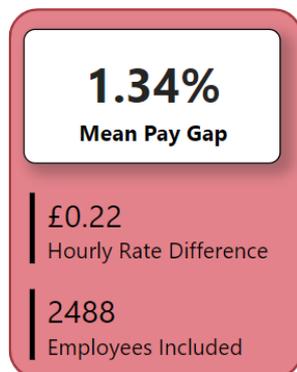
● Disabled ● Not Disabled



When looking at the mean pay gap by the divisions within Growth and Regeneration we can see that Economy of Place has a significantly larger mean disability pay gap than the council overall. This is because there is over representation of disabled employees in the lower quartile.



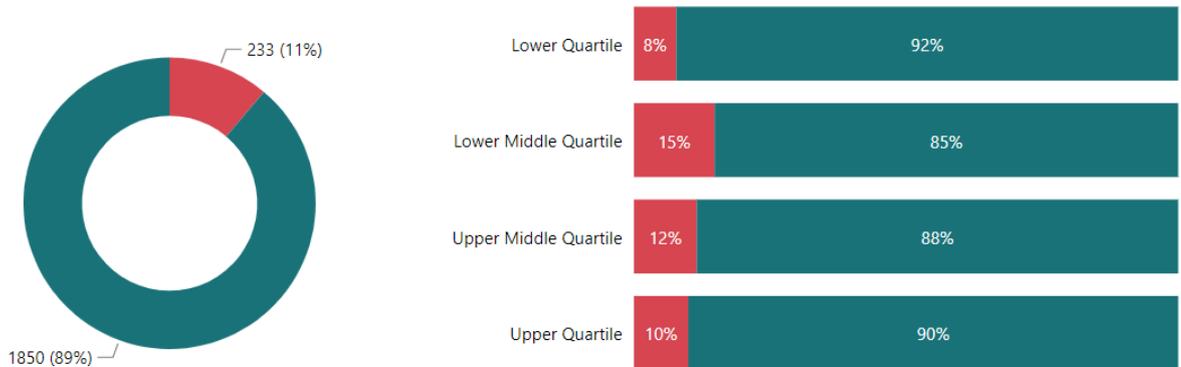
People



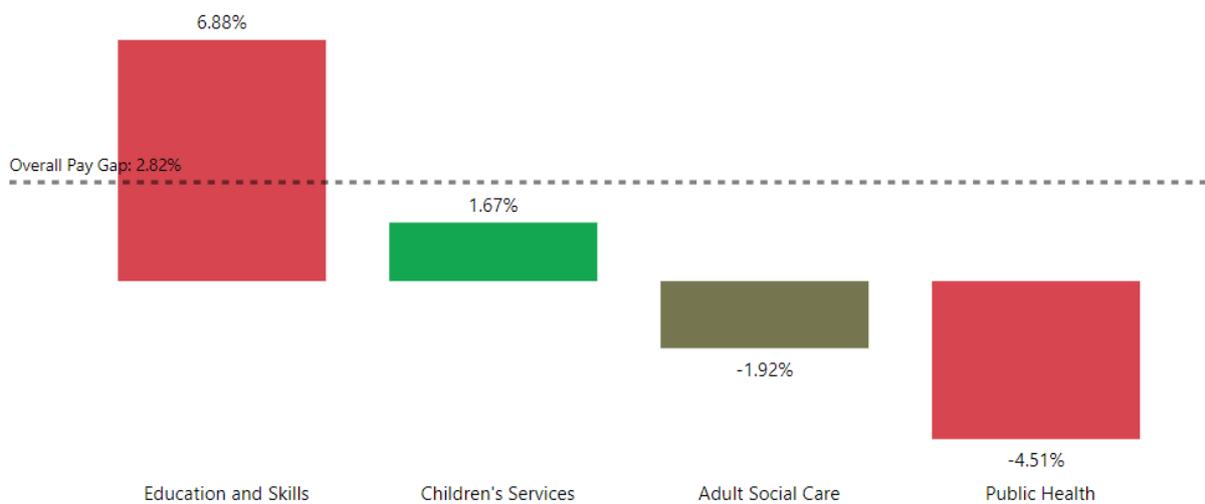
The People Directorate has a mean disability pay gap of 1.34% and a median disability pay gap of 2.82%, this is lower than the overall mean and median pay gaps.

There is a lower ratio of Disabled employees in the lower quartile (8%) and higher ratios of Disabled employees in the lower middle quartile (15%) and the upper middle quartile (12%) while the ratio in the upper quartile is the same as the council overall (10%)

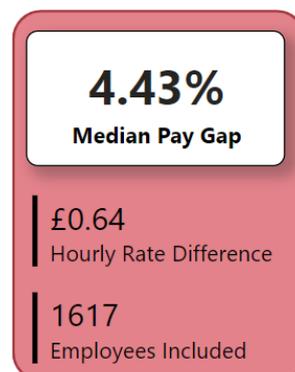
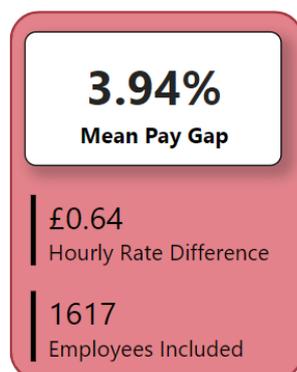
● Disabled ● Not Disabled



When looking at the mean pay gap by the divisions within People we can see that Education and Skills has a larger mean disability pay gap than the council overall. Children's Services, Adult Social Care and Public Health have lower mean pay gaps than the overall council figure.



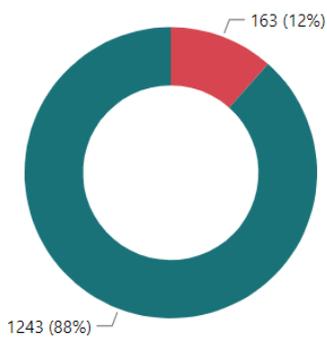
Resources



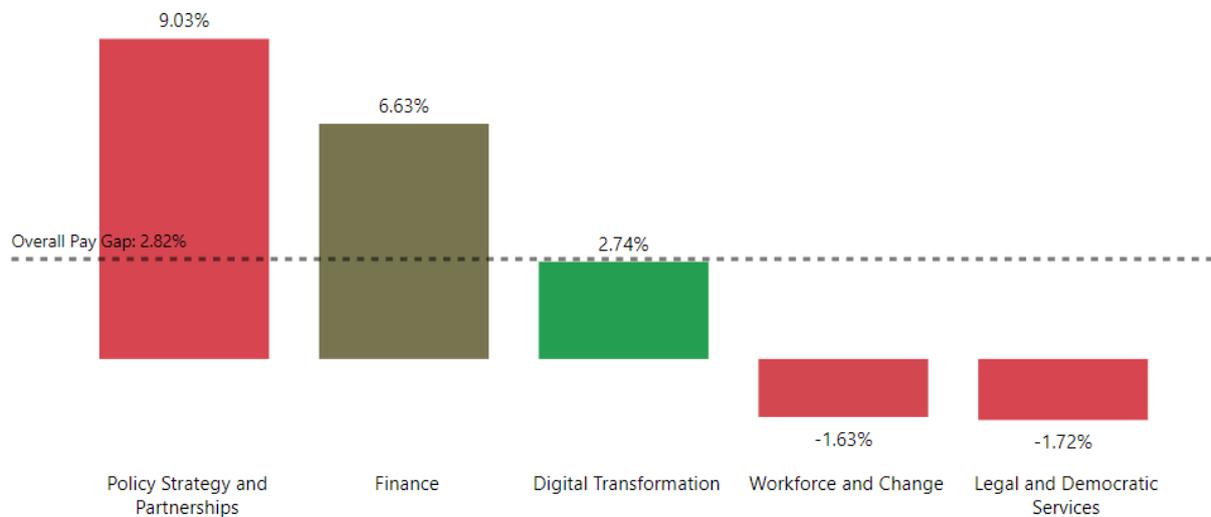
The Resources Directorate has a mean disability pay gap of 3.94%, this is higher than the overall mean pay gap for Bristol City Council. It also has a median race pay gap of 4.43%, this is lower than the overall median pay gap.

The lower quartile is over represented by disabled employees.

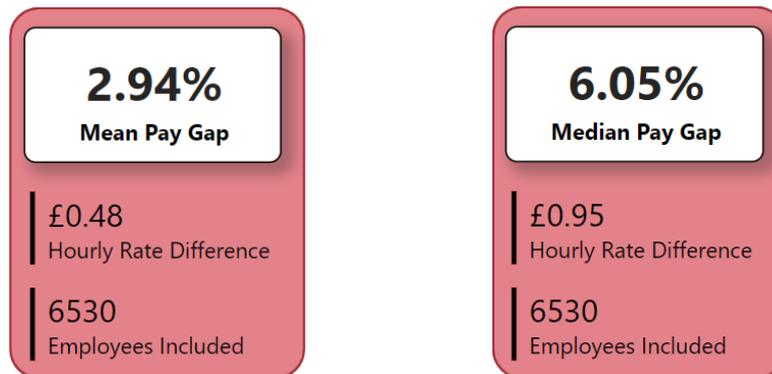
● Disabled ● Not Disabled



When looking at the mean pay gap by the divisions within Resources we can see that Policy Strategy and Partnerships and Finance have a larger mean disability pay gap than the council overall. Digital Transformation, Workforce and Change and Legal and Democratic Services have lower mean pay gaps than the overall council figure.



6. LGB Pay Gap

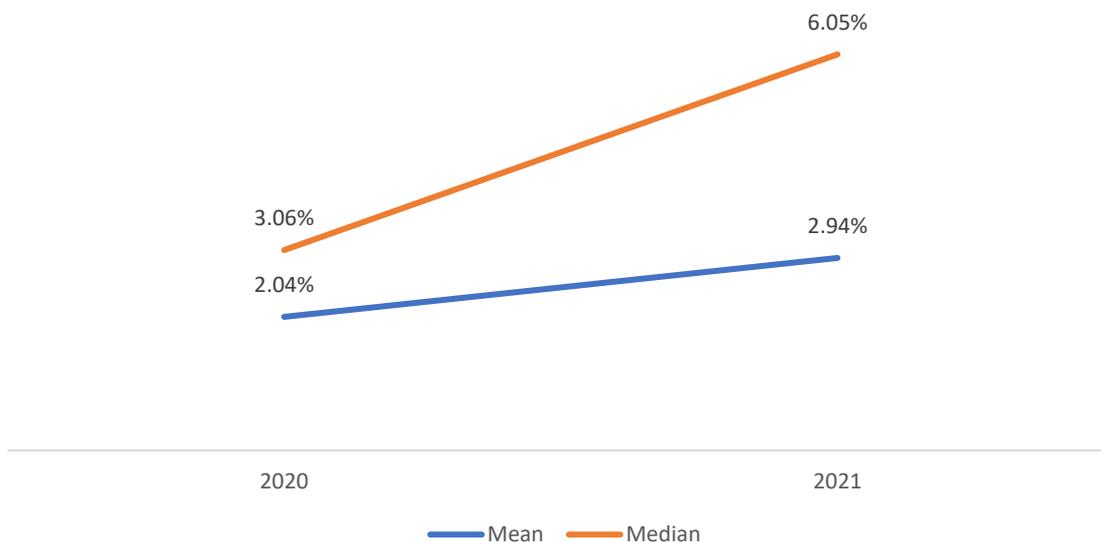


The council's LGB pay gap indicates that mean pay for Heterosexual staff is 2.94% higher than that of LGB staff and the median pay for Heterosexual staff is 6.05% higher than that of LGB staff.

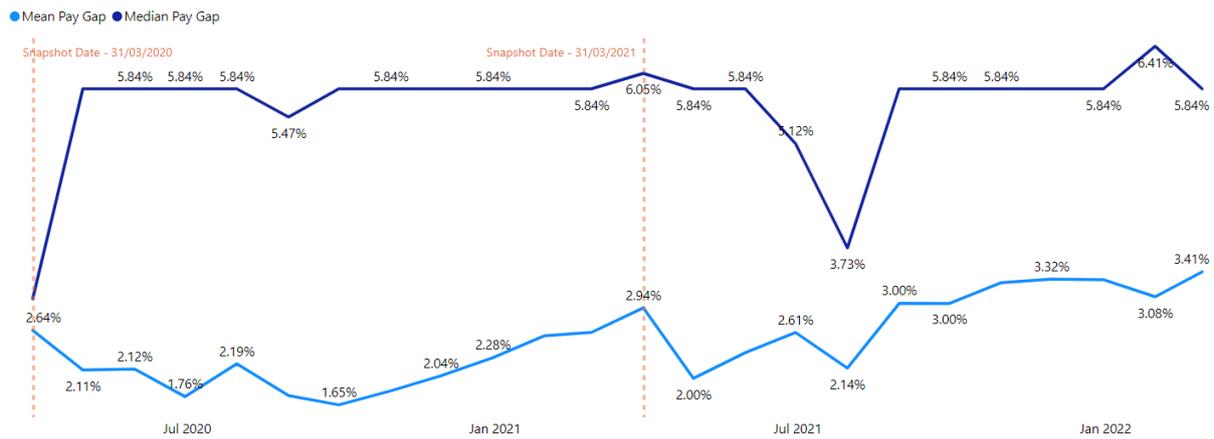
Any employees that we do not know the sexual orientation of or prefer not to state their sexual orientation are excluded from the calculation. Improving the accuracy of our sexual orientation representation data is important to improve the calculation of our LGB pay gap.

6.1.LGB Pay Gap Trend

This is a trendline of the council's reported LGB pay gap as at each snapshot date since 2020. Please take note of the change in calculation for 2021.



The Council's LGB pay gap has increased from a mean of 2.04% in 2020 to a mean of 2.94% in 2021. The median has increased from 3.06% in 2020 to 6.05% in 2021.

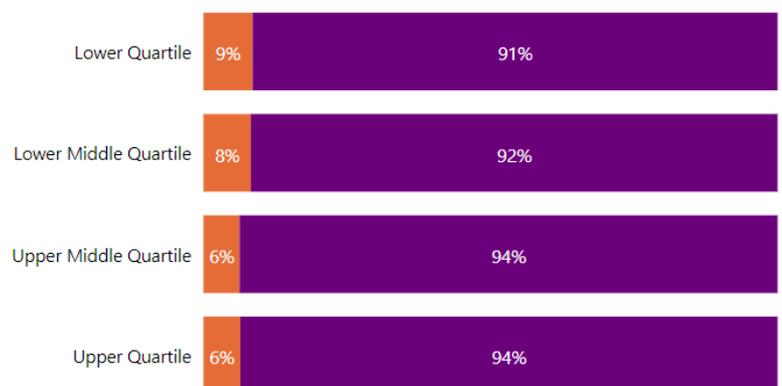
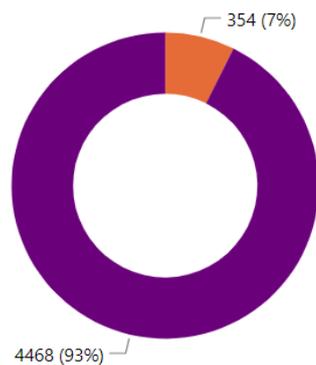


Since the LGB pay gap was reported for 2020 the HR Analytics team have been able to further refine the report used to calculate the pay gap, the figure for March 2020 is now slightly higher than the pay gap reported at the time at 2.64%. The new report enables the pay gap to be automatically calculated monthly. The chart above shows the monthly race pay gap since March 2020. The latest mean LGB pay gap is 3.41% and the latest median LGB pay gap is 5.84% as of 28 February 2022.

6.2. Quartiles

- Lower Quartile (£7.44 - £12.20)
- Lower Middle Quartile (£12.21 - £15.33)
- Upper Middle Quartile (£15.34 - £18.53)
- Upper Quartile (£18.54 - £87.88)

● LGB ● Heterosexual

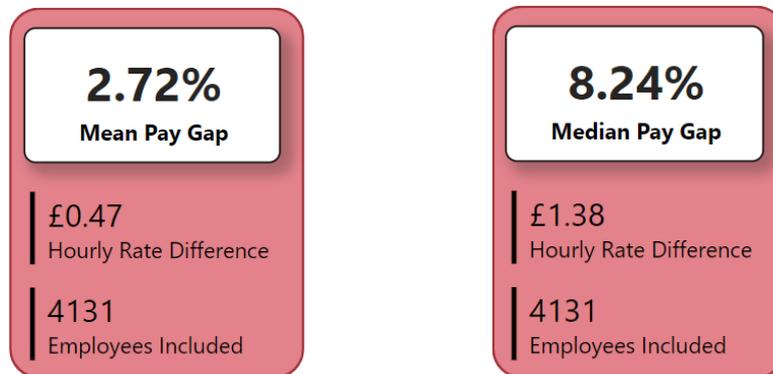


The lower quartiles have a slightly higher proportion of LGB employees than the upper quartiles.

6.3. Full v Part Time

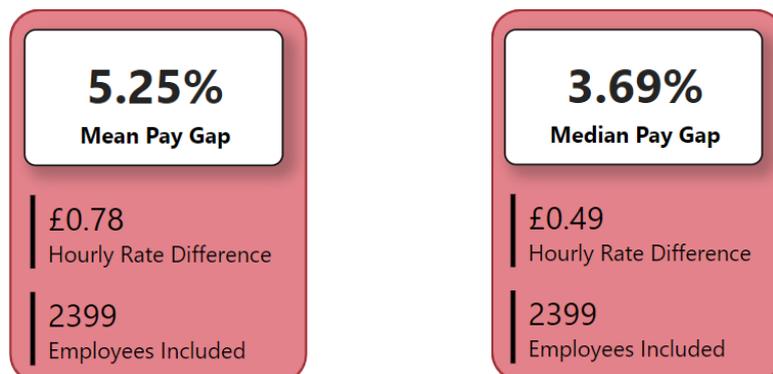
There is a very small difference between the number of LGB staff working full time (8%) and part time (7%).

Full Time Employees



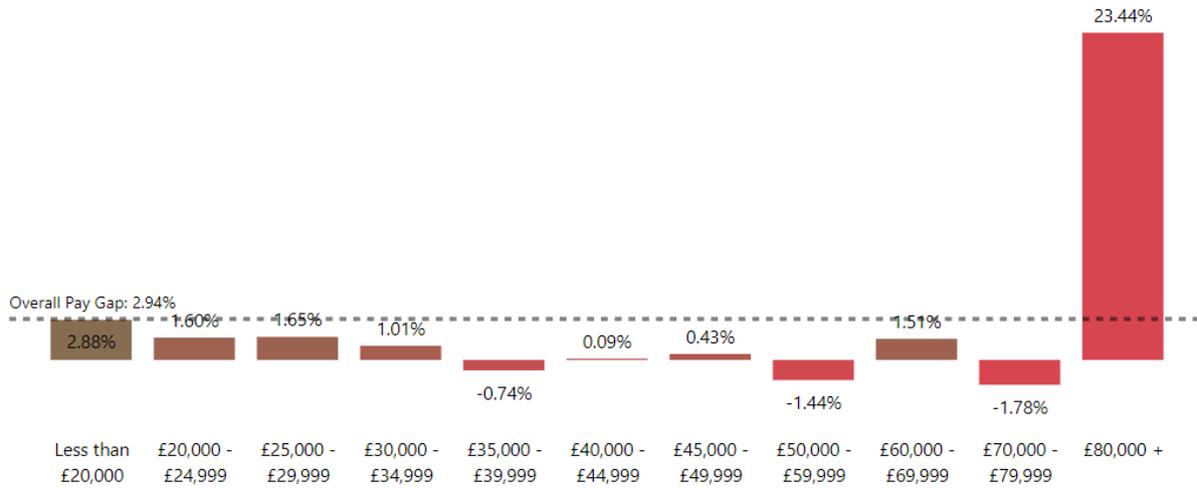
When the mean LGB pay gap is compared we see the mean for LGB full time employees is 2.72% and the median is 8.24%, this is less than the council's overall mean pay gap and higher than the median LGB pay gap.

Part Time Employees



When the mean pay gap is compared we see the mean for part time employees is 5.25% and the median is 3.69%, this is higher than the council's overall mean and less than the councils overall median LGB pay gap.

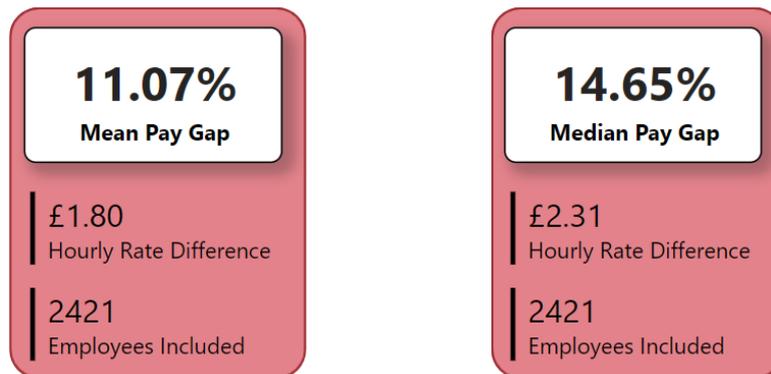
6.4. Mean LGB Pay Gap by Salary Range



The £80,000+ salary range is the only salary range to have a mean LGB pay gap larger than the councils overall mean LGB pay gap.

6.5. Analysis by Directorate

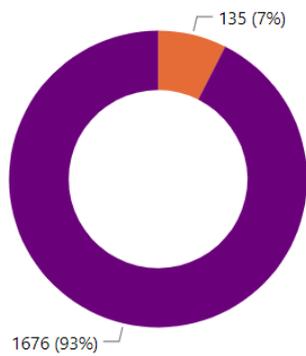
Growth and Regeneration



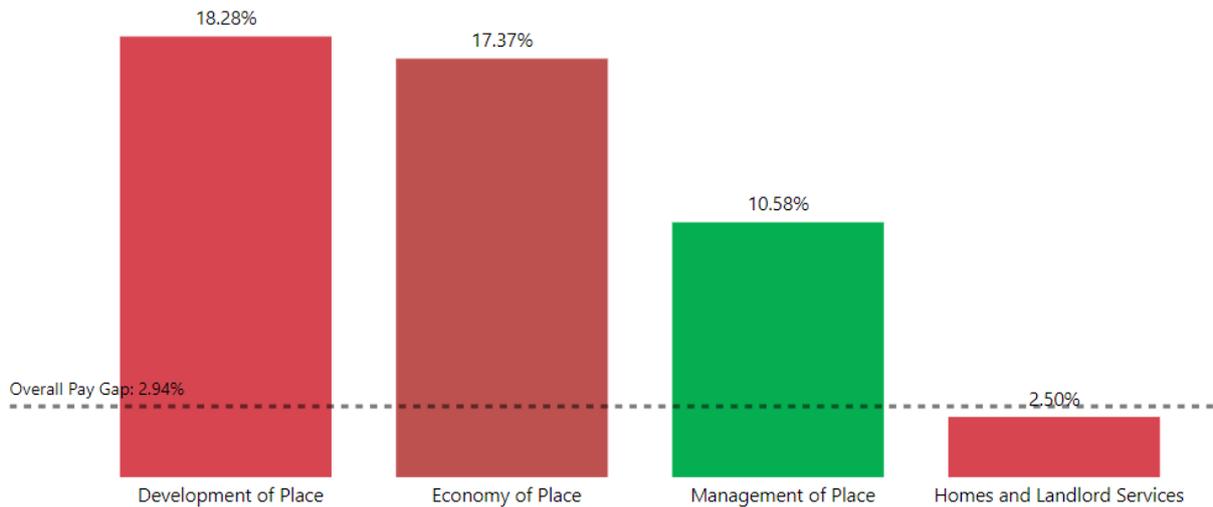
The Growth and Regeneration Directorate has a mean LGB pay gap of 11.07%, this is higher than the overall mean pay gap for Bristol City Council. It also has a median LGB pay gap of 14.65%, this is also higher than the overall median pay gap.

There is a slight under representation of LGB employees in the upper quartiles.

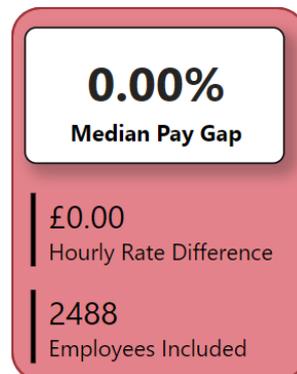
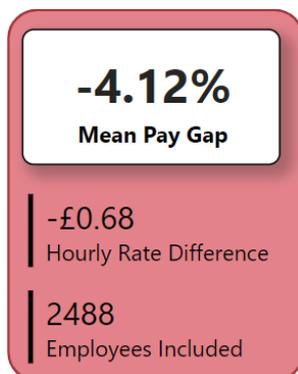
● LGB ● Heterosexual



When looking at the mean pay gap by the divisions within Growth and Regeneration we can see that Development of Place, Economy of Place and Management of Place have a significantly larger mean LGB pay gap than the council overall.



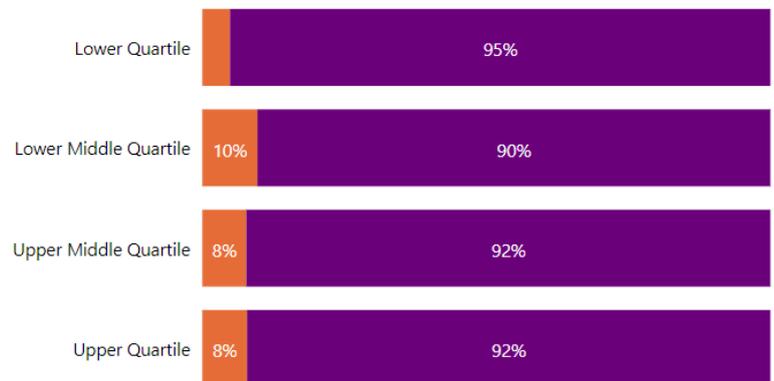
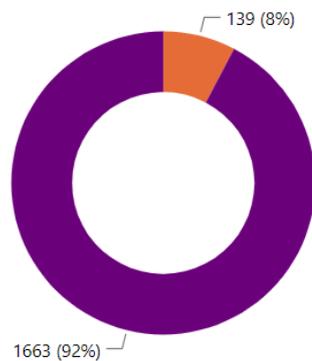
People



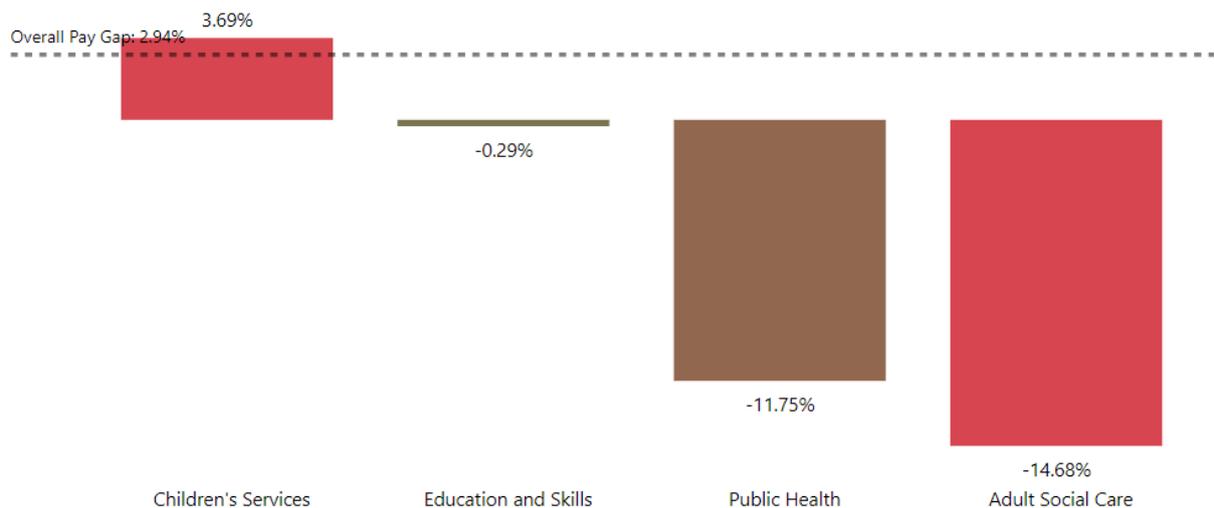
The People Directorate has a mean LGB pay gap of -4.12%, this is lower than the overall mean pay gap for Bristol City Council. It also has a median LGB pay gap of 0.0%, this is also lower than the overall median pay gap and means there is no difference in median pay between LGB and Heterosexual employees.

There is an equal representation of LGB employees in the upper quartiles, with over representation in the lower middle quartile and under representation in the lower quartile.

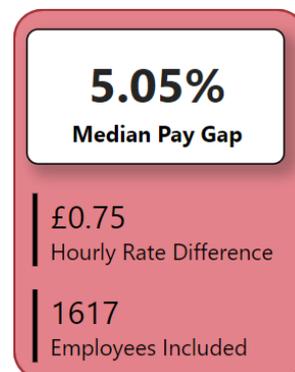
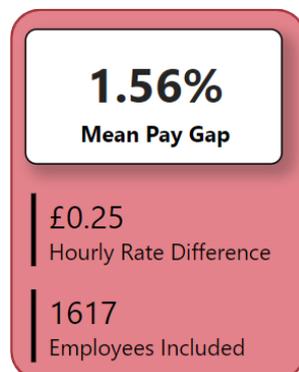
● LGB ● Heterosexual



When looking at the mean pay gap by the divisions within People we can see that only Children’s Services has a slightly larger mean LGB pay gap than the council overall.



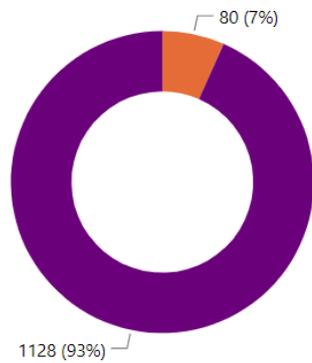
Resources



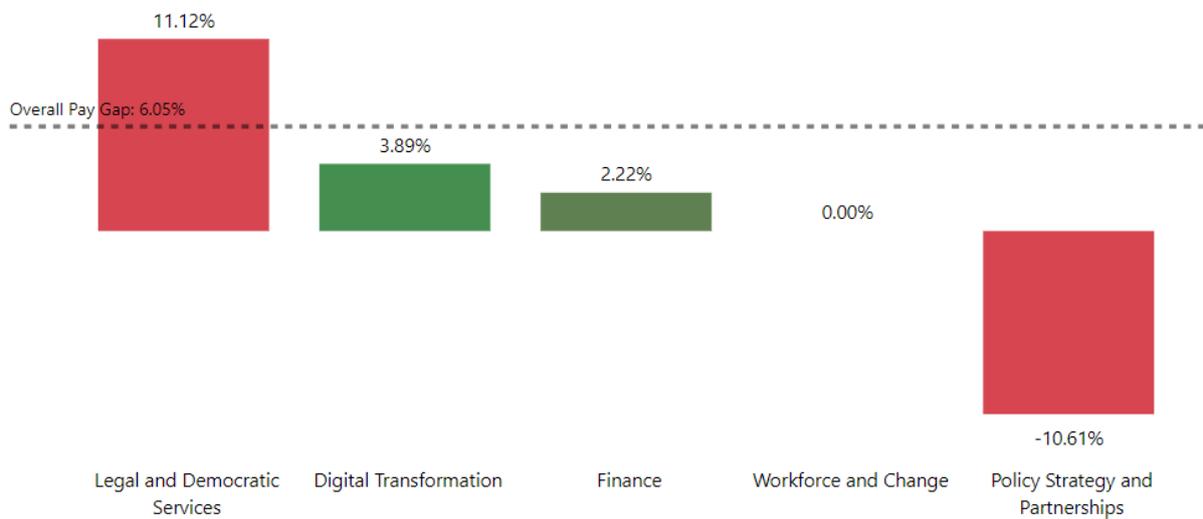
The Resources Directorate has a mean LGB pay gap of 1.56%, this is lower than the overall mean pay gap for Bristol City Council. It also has a median LGB pay gap of 5.05%, this is also lower than the overall median pay gap.

LGB employees are slightly under represented in all quartiles but the lower quartile which is slightly over represented.

● LGB ● Heterosexual



When looking at the mean pay gap by the divisions within Resources we can see that only Legal and Democratic Services has a slightly larger mean LGB pay gap than the council overall.



7. Closing the gap

- 7.1. Our Equality and Inclusion Policy and Strategy 2018-23 sets out our commitment to equality, diversity and inclusion, 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. We publish annual progress reports presented at Cabinet showing what we have done to achieve the aims of our policy and strategy, and how well we are meeting our equality objectives. Our equality objectives relate directly to our internal governance and commitment to promoting equity in the workplace, as well as to providing inclusive services and our role as a leading agency in the community.

- 7.2. We have begun a refresh of our existing Workforce Strategy and action plan which provides the framework for our transformational journey to become a council that people are proud to work for. This includes activities that support narrowing the pay gaps identified in this report and which help us to proactively meet the future challenges and requirements of the organisation. This refresh is informed by our new Corporate Strategy priorities, findings and from our staff surveys and emerging workforce needs, as well as our new programme approach to equality and inclusion. We have set stretching diversity targets - in particular to increase the number of Black and minoritised ethnic, disabled and women colleagues in senior management positions by using positive action initiatives etc. Specific actions that are being taken address our pay gaps are set out below.

- 7.3. As part of our commitment to building an inclusive organisation where the workforce reflects the city we serve and the needs of all citizens, and where colleagues feel confident about being themselves at work we created local and corporate action plans with the results from the annual employee survey. We have also implemented recommendations from an LGA Equality Framework for Local Government peer review and delivered “Leading with Cultural Intelligence” workshops to 200 managers to raise self-awareness about how culture influences our interactions with others and helps create open and inclusive leadership.

7.4. To ensure there is a clear framework to support structure, pay and policy and support good employee relations we have implemented a range of changes to recruitment and selection processes including new secondment policy increase opportunities for career progression and improve the diversity of the workforce at higher pay grades. Changes include ensuring all opportunities are widely promoted across the organisation rather than to specific teams/groups and to remove the option of direct appointments to short term roles. We have also established a new Grievance Resolution Policy including a survey to provide greater insight into how well grievances are being resolved. We have reviewed our senior leadership structure and launched a new succession planning policy to support internal talent development. Our next steps will be to finalise the refresh of HR policies - including disciplinary, managing change, improving performance, supporting attendance, learning and development.

7.5. As part of the annual business planning cycle all Council service areas carry out review of their functions to produce an updated workforce, and equality action plan. These plans prioritise relevant equality issues for their area of work, including addressing any under-representation and identifying ways to address them with measurable targets to track progress. Managers have access to the HR diversity dashboard and succession planning tools and are asked to identify and address diversity and pay gaps.

7.6. We have a new monthly Pay Gap Report dashboard for managers which provides real time information about the council's pay gaps and enables us to compare our statutory reporting figure against a current pay gap. The dashboard shows disparities by gender, ethnicity, disability and sexual orientation. It allows for 'drilling' down to view differences by council directorate and division, by full/part time employees, and by salary range etc. We have also improved workforce diversity monitoring, with clearer representation targets.

7.7. We have set the following relevant organisational targets for 2022/23:

- Increase the percentage of employment offers made to people living in the 10% most deprived areas – Target 6.5%
- Reduce the gender pay gap – Target 3.8%
- Reduce the race pay gap – Target 7.5%

7.8. Bristol City Council has led the development and production of the Race Equality Data Product which is updated on a bi-annual basis and transparently presents how all major public sector agencies (and now other sector partners) in the City are performing in terms of race equality data, including detail on key H.R. indicators such as representation, pay, grievance, disciplinary and sickness data for over 50,000 employees within Bristol. This detailed work goes way beyond statutory guidelines for race data reporting with the aim of ensuring we achieve greater diversity and equality within our organisations. The Race Equality Strategic Leaders' Group utilise the report's key findings to drive an action plan and ensure there is a focussed collective effort on addressing key priorities.

7.9. To become an employer of choice attracting, developing and retaining the best talent, we are continuing to develop our employer brand to reach a diverse range of talented employees in a competitive labour market, well as continuing work to recruit and retain apprenticeships for a career with the council.

7.10. We have an established talent development steering group to shape a programme to nurture talent and help colleagues develop their careers. This includes:

- talent mapping and the leadership pipeline
- identifying talent and encouraging colleagues to seek development
- in-house leadership development module on talent development of team members, encouraging effective career conversations
- use apprenticeships systematically as pathways into professions where there is occupational segregation and poor representation e.g. women and Black and minoritised ethnic workers
- increased offer of structured development opportunities
- offer defined secondment and/or project opportunities for BCC Stepping Up graduates, and colleagues completing apprenticeships, in house leadership programmes and other learning programmes
- Increased mentoring and coaching
- Introduction of positive action initiatives such as Diverse Voices – which provides experience leadership forums and brings diverse voices to council decision making
- Developing initiatives such as career passports designed to improve the diversity of the workforce and contribute to closing pay gaps.

7.11. We have re-launched a number of our Equality and Inclusion initiatives across the Council including Reverse Mentoring and Positive Action Initiatives, as well as a review of the current Equality and Inclusion learning and development offer for Council Employees.

7.12. Stepping Up Bristol is a multi-award-winning program for excellence in diversity and mentoring. The programme aims to unlock potential and develop talent while ensuring a fair representation of Black, Asian and minoritised ethnic, disabled people and women in positions of leadership. In 2021-22 there were 80 participant of which 21 were Bristol City Council employees. For the next steps it will change its name to Stepping Up Learning Academy and offer more tailored support to host businesses, as well as targeting specific minoritized groups like Gypsy Roma Traveller people.