



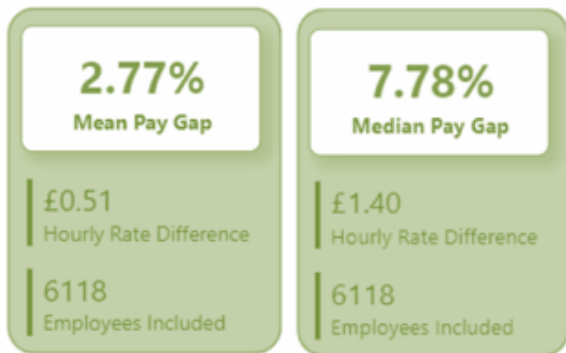
# HR Dashboard

## Diversity and Pay Gaps

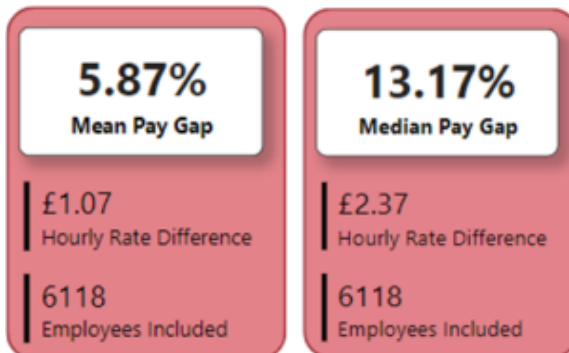


# Pay Gap - Key Indicators

## Gender Pay Gap



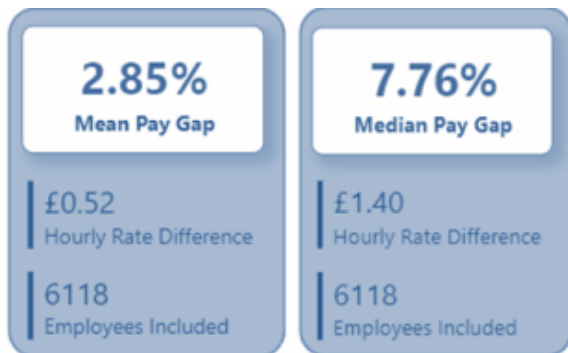
## Ethnicity Pay Gap



## Disability Pay Gap



## LGB Pay Gap



We want to recruit, retain and engage the talent that the Council needs to succeed. Being an inclusive organisation is an essential part of that, where individuals feel confident that they can progress regardless of their gender, ethnicity, disability or sexual orientation.

Data as at June 2023

# Mean Pay Gap



## Bristol City Council

### Mean Pay Gap

Reporting Date

Latest Data

Friday, June 30, 2023

Pay Gap

Gender

Directorate

All

Division

All

Full / Part Time

All

Click button for relevant information:

Employee Representation

Mean Pay Gap by Division

Mean Pay Gap by Salary Range

**2.77%**

**Mean Pay Gap**

**£0.51**

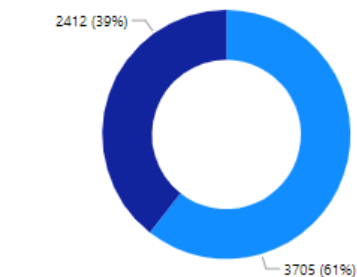
Hourly Rate Difference

**6118**

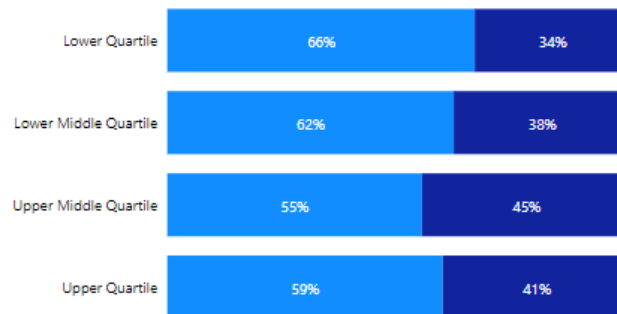
Employees Included

Included Employee Proportions

Female Male



Included Employees by Quartile



211 have been excluded from the calculation due to the criteria of a 'Full Pay Relevant Employee', if these employees were not excluded the Mean Pay Gap would be 2.66%.

# Median Pay Gap



## Bristol City Council Median Pay Gap

Reporting Date

Latest Data

Friday, June 30, 2023

Pay Gap

Gender

Directorate

All

Division

All

Full / Part Time

All

- Full Time
- Part Time

Click button for relevant information:

Employee Representation

Median Pay Gap by Division

Median Pay Gap by Salary Range

**7.78%**

Median Pay Gap

£1.40

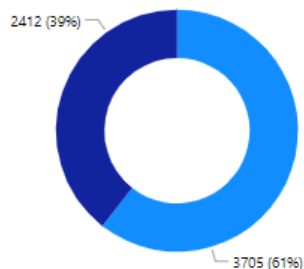
Hourly Rate Difference

6118

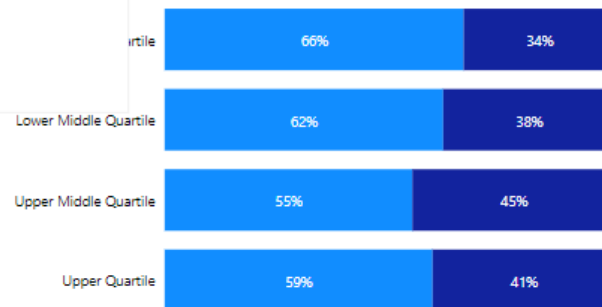
Employees Included

Included Employee Proportions

Female Male



Included Employees by Quartile



211 have been excluded from the calculation due to the criteria of a 'Full Pay Relevant Employee', if these employees were not excluded the Mean Pay Gap would be 7.78%.



# What does the Gender Pay Gap tell us?

- Our Gender Pay Gap shows a mixed picture. We've been able to decrease the mean pay gap over the last 12 months to 2.77% (-1.54%), mainly through success in hiring and promoting women into senior roles. Women now account for 59% of our senior roles (upper quartile).
- We have also seen a decrease in the median pay gap to 7.78% (-0.46%).
- The recruitment, retention and advancement of women continues to be a focus. We are taking targeted actions through our work with the Bristol Women in Business Charter, which aims to grow representation of women at all levels.

## Female Representation - Trend

Headcount % Trend (Working Age Population 16 - 64)



# What does the Ethnicity Pay Gap tell us?

- Our Ethnicity Pay Gap shows a mixed picture. We've been able to decrease the mean pay gap over the last 12 months to 5.87% (-0.76%), mainly through success in hiring and promoting racially minoritised people, who now account for 28% of our middle quartiles, up 2% in the last 12 months.
- However, we've seen the median pay gap grow to 13.17% (+1.67%), which has been driven by an increase in the number of racially minoritised colleagues who have chosen to work part time.
- The recruitment, retention and advancement of racially minoritised people will be a strong focus in our workforce strategy. We have set ourselves the ambition of having 16% (+/- 10%) racially minoritised people in senior roles during 23/24.

## Minority Ethnic Representation - Trend

Headcount % Trend (Working Age Population 16 - 64)



# What does the Disabled Pay Gap tell us?

- We have seen a small increase in the mean pay gap over the last 12 months to 2.98% (+0.35%), which reflects a small increase in the number of Disabled colleagues joining entry level roles (lower quartile) and a reduction of representation in the middle quartiles.
- Nevertheless, we have however seen a decrease in the median Disabled pay gap to 5.48% (-0.5%).
- However the representation of Disabled colleagues has fallen over the last 12 months from 9.1% to 8.7%.

## Disabled Representation - Trend

Headcount % Trend (Working Age Population 16 - 64)



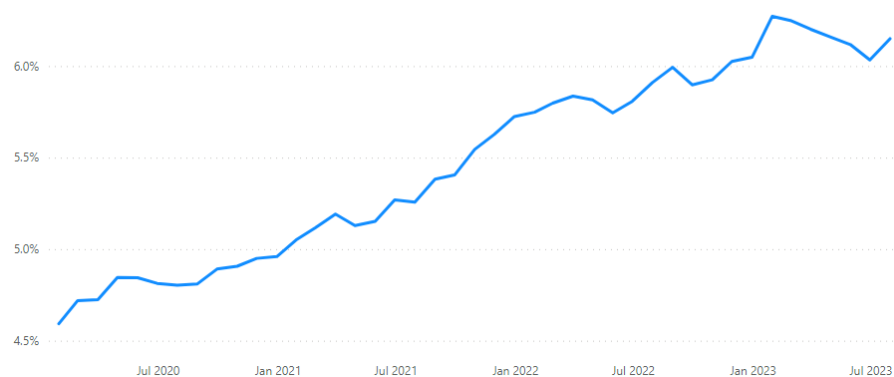


# What does the Lesbian/Gay/Bisexual Pay Gap tell us?

- We have seen a small increase in the mean pay gap over the last 12 months to 2.85% (+0.06%), which relates to a modest rise in the number of Lesbian/Gay/Bisexual colleagues joining entry level roles (lower quartile).
- We have also seen an increase in the median Lesbian/Gay/Bisexual pay gap to 7.76% (+2.12%).
- Both mean and median Lesbian/Gay/Bisexual pay gaps reflect a tendency for Lesbian/Gay/Bisexual colleagues to work at entry level or lower/middle quartile.

## Lesbian/Gay/Bisexual Representation - Trend

Headcount % Trend (Working Age Population 16 - 64)



# Live update of Diversity Dashboard



## Workforce Diversity Headcount

Reporting Date

Latest Data

Thursday, August 31...

Directorate

All

Division

All

Service

All

Age

Disability

Ethnicity

Gender

Marital Status

Religion / Belief

Sexual  
Orientation

Trans

Table 1 - Headcount representation (Working Age Population 16 - 64)

Sensitive Information Value	Headcount	Headcount %	Bristol Working Age Population (16 - 64)	BCC Headcount %
16 - 29	704	11.6%	39.0%	11.5%
30 - 39	1319	21.6%	24.0%	21.6%
40 - 49	1547	25.4%	16.0%	25.4%
50 - 64	2525	41.4%	21.0%	41.4%
<b>Total</b>	<b>6095</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

### Note

- 1) Services with headcount less than 50 are not included in filters.
- 2) Headcount % is compared to Bristol Working Age Population (16 - 64).
- 3) The Bristol Working Age Population (ONS Census) currently excludes employees aged 65 or above, of which there are currently 220.