

Brent Gender, Ethnicity and Disability Pay Gap Report

March 2025

Introduction

Gender Pay Gap Reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The gender pay gap shows the **difference between the average (mean and median) earnings of men and women**. This is expressed as a percentage of men's earnings.

Employers also have to report on the **proportion of males and females in each quartile pay band**. This calculation requires an employer to show the proportions of male and female full-pay equivalent employees in four quartile pay bands, which is done by dividing the salary of the workforce into four equal parts.

Ethnicity Pay Gap

In the interests of transparency and to ensure that we identify and address any barriers to entry and progression within the council, we are continuing to publish ethnicity pay data. The issue of equality continues to be a priority within the Council and the ethnicity pay gap will provide a focus and backdrop for all the actions which the Council is already taking to reduce the pay gap, and those to come.

Black, Asian and Minority Ethnic (BAME) employees comprise 71% of the workforce. The ethnicity pay gap shows the **difference between the average (mean and median) earnings of the Council's employees in each ethnicity group (Black, Asian and Mixed/ Other and 'unknown' ethnicity), and White employees (White British and White other)**. Similar to gender pay reporting, this report shows the proportions of full-pay relevant employees in each ethnic group and for those whose ethnicity is unknown, in four quartile pay bands.

Disability Pay Gap

Whilst there is no current legal requirement to do so, we are publishing the disability pay gap. This is with the intention of furthering our commitment to the agenda for disability equality and bringing all planned and future initiatives into the forefront.

Under the Equality Act 2010 a person is classed as being disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.

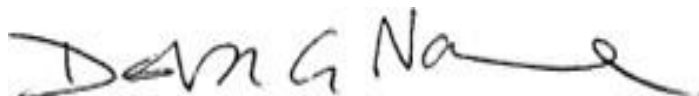
Employees who are disabled comprise 8% of the workforce. The disability pay gap shows the **difference between the average (mean and median) earnings of the Council's disabled employees and non-disabled employees**. As with gender and ethnicity reporting, the proportion of disabled and non-disabled full-pay relevant employees in each quartile pay band will also be shown.

Data Notes

This report looks at gender, ethnicity and disability pay differences for all Brent Council employees (2,553) on the GLPC and HAY job schemes (and the small number of employees on other schemes).

This report is based on data taken from the HR database on 31 March 2024. The percentages of information on each characteristic are based on the number of employees who have provided information and therefore where people have chosen not to provide this information or where information is missing for them, they have been excluded from the calculation. This report should be read in conjunction with the annual Workforce Equalities Report in order to obtain a broader picture of workforce statistics and gain a clearer picture of why any pay differences may exist.

I can confirm that the data reported by the London Borough of Brent is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific duties and Public Authorities) Regulations 2017 and using the standard reports provided by our HR Management Information System.

A handwritten signature in black ink, appearing to read "David G. Name". The signature is fluid and cursive, with a long horizontal stroke at the end.

Corporate Director, Law and Governance

Brent's Pay Policy

Brent's Pay Policy is designed to ensure that all employees are treated fairly and consistently on all pay related matters. Brent is committed to paying a minimum of the London Living Wage to all our directly employed staff, excluding some of our apprentices who are in training.

Every post in Brent is subject to job evaluation when it is created or there is a significant change in the post responsibilities. This involves assessing the post against common criteria to establish its relative value and ensure a consistent and equitable pay structure across the council.

In addition to this, Brent has a commitment to comply with the Equality Act 2010, under which men and women are entitled to equal pay for doing equal work, where pay refers to all aspects of a contractual pay and benefits package and is not restricted to basic pay.

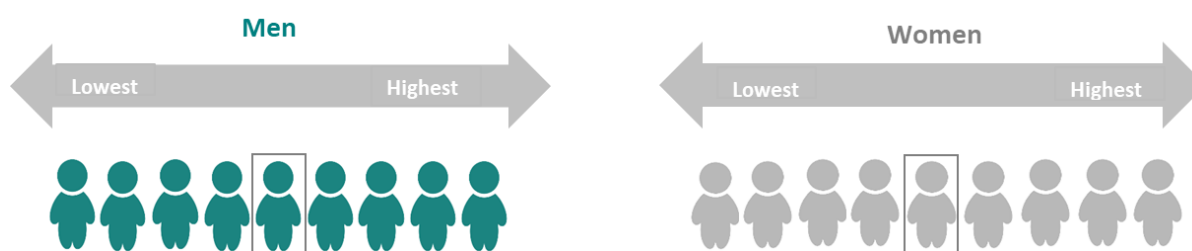
Employees receive an annual pay increment for each year of service until they reach the top of the pay scale for their grade. This means that there will be pay differences within pay grades that can be accounted for by length of service. The Council does not operate a bonus scheme.

Brent's commitment to equal pay practices

The council is committed to equality and fairness for all our employees, including in relation to equal pay practices. An annual gender/ethnicity/disability pay analysis goes some way to establishing whether Brent Council is upholding its commitment to equality and its legal obligations.

Please contact the Human Resources on staffdevelopment@brent.gov.uk if you have any questions or require further information.

Mean and Median Pay Gap



Methodology

The Pay Gap is the difference between women's pay and men's pay as a percentage of men's pay, (or BAME employees' pay and White employees' pay as a percentage of White employees' pay, or disabled employees' pay and non-disabled employees' pay as a percentage of non-disabled employees' pay etc). A positive % means men, (or for example, White employees or non-disabled employees) have higher pay. These calculations make use of two types of averages:

The mean average is arrived at by adding up all of the hourly rates of pay and dividing the result by the number of people in the list. This places the same value on every hourly rate they use, giving a good overall indication of the pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer.

The median is arrived at by splitting the top 50% of the population from the bottom 50%. It shows the midpoint in all employees' hourly rates of pay so half of employees will earn a rate above the midpoint and half will earn a rate below the midpoint. This gives a better indication of the 'typical' situation in the middle of an organisation, not distorted by very large or small pay rates.

$$\text{Mean gender pay gap} = \frac{\text{Mean pay men} - \text{Mean pay women}}{\text{Mean pay men}} \times 100$$

Quartiles



This shows the proportions of male and female (or BAME and White employees, or indeed disabled and non-disabled employees etc) in four quartile pay bands. Each employee's salary is ordered from lowest to highest, then divided into four equal groups, and the proportion of men and women, the proportion of BAME and White, or the proportion of disabled and non-disabled employees at each pay band is reported.

Quartiles are useful to show the distribution of workers, which can help give more context to the mean and median pay gap figures by showing the proportions of employees within the three characteristic groups at different pay levels. For example, if more low-paid workers are women and more high-paid workers are men, this may be the reason for a bigger gender pay gap.

Comparing Hourly Pay

Median hourly pay rate by gender



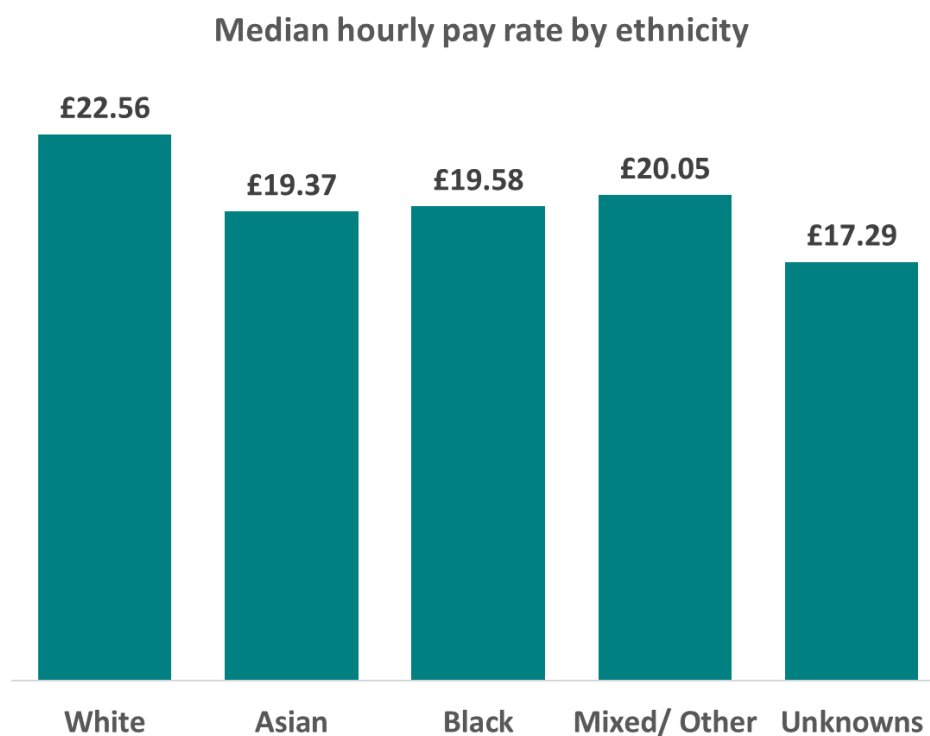
Female employees comprise 64% of the workforce. Since last year, the median hourly pay has decreased for male and female employees. However, female employees are paid 89 pence less on average (using median measure) than male employees.

Median hourly pay rate by disability status



Disabled employees comprise 8% of the workforce. This year, disabled employees are paid 89 pence less on average (using median measure), than non-disabled employees.

Comparing Hourly Pay



In the Council, of those employees who choose to disclose their ethnicity, White employees comprise 29% of the workforce, Asian employees comprise 27%, Black employees comprise 36% and Mixed/ Other employees comprise 8% of the workforce.

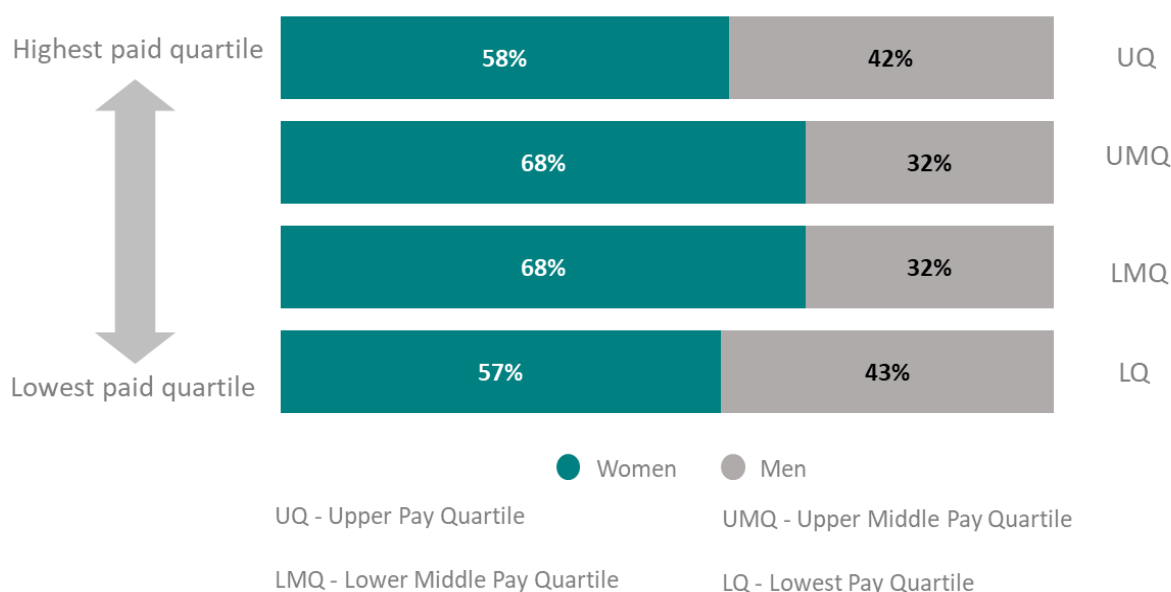
After White employees, Mixed/ Other employees have the highest average hourly pay rate. This year compared to last, Asian employees have a slightly lower median hourly pay rate when compared to Black employees.

Since last year, all ethnic groupings have a lower median hourly pay rate. This means that overall, there are more lower paid employees (using the median measure) in every ethnic grouping. However, when compared to White groups, there is a pay gap for every ethnic grouping.

Gender

Mean gender pay gap = 4.5%

Median gender pay gap = 4.4%



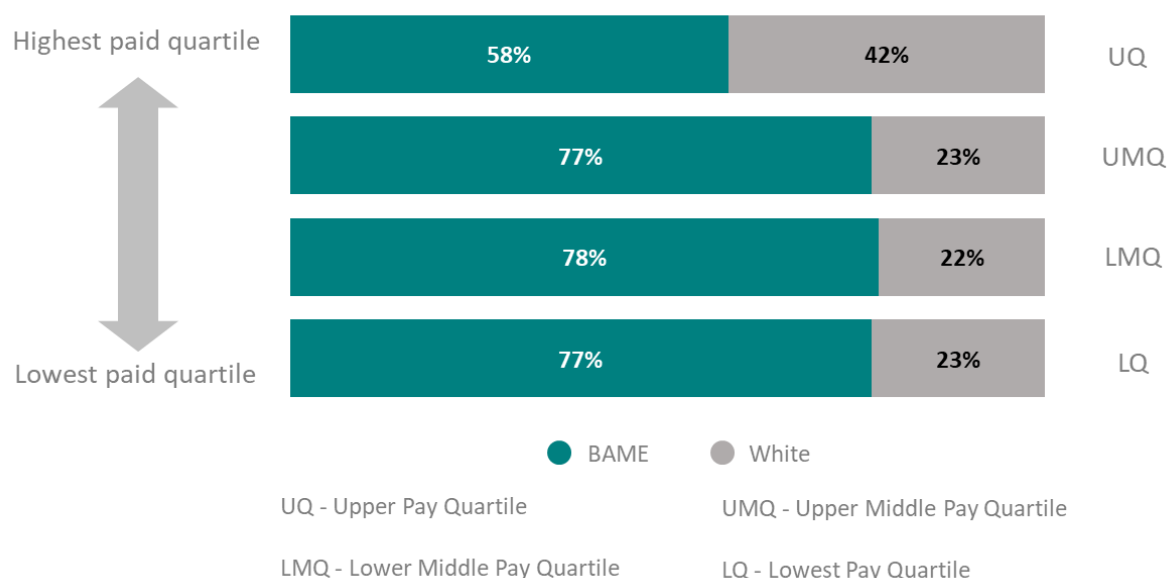
The distribution of male and female employees across the quartiles indicates that there is a largely balanced distribution of women between the upper and lower quartiles. However, it is the distribution of women within these quartiles which will be causing a mean and median gender pay gap.

Overall, the proportion of males and females in the workforce, is tipped in favour of women. Since last year when the mean and median gender pay gap was 6% and 8.8% respectively, the mean gender pay gap has decreased to 4.5% and the median gender pay gap has halved to 4.4%. This may be due to an increase in the proportion of women in the upper quartiles; the upper quartile (UQ) has increased from 55% to 58%, and the upper middle quartile from 62% to 68%. This was accompanied by a decrease in the lower pay quartiles (LQ - 57%, from 64% last year and LMQ - 68% from 74% last year), which has resulted in the gap decreasing this year.

Ethnicity - Black Asian and Minority Ethnic (BAME) groups

Mean ethnicity pay gap = 14.1%

Median ethnicity pay gap = 13.2%



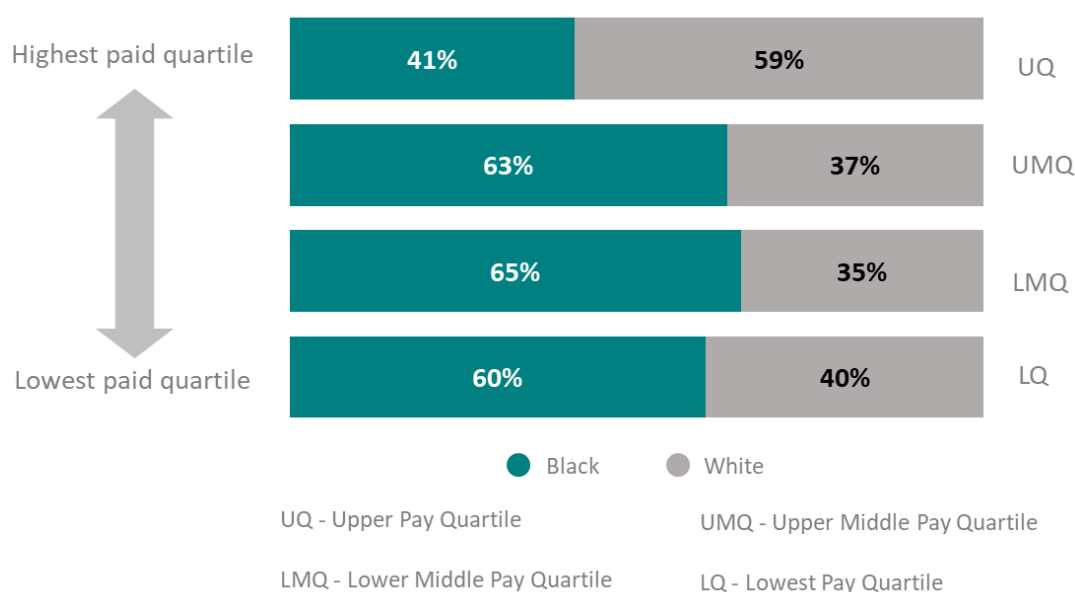
The distribution of BAME and White employees across the quartiles indicates that the lower paid quartiles of the workforce comprise of a higher proportion of BAME employees, which is likely to be a major factor in the mean and median pay gap.

This year, the mean ethnicity pay gap has increased from 12.9% to 14.1%. This could be explained for example, by the increase in the ratio of BAME employees in the lower middle pay quartile. We also know that whilst there has also been an increase in BAME employees in the upper pay quartiles (UQ and UMQ), there has been an increase in BAME employees in the lowest pay grades (Scale 2-6 up by 5 percentage points), which fall within the lowest pay quartile. Conversely, there has been a slight decrease in the median pay gap since last year from 13.9% to 13.2%. It is likely that this is due to the increase in the proportion of BAME employees in the upper pay quartiles where the headcount most increased, when compared to the lower quartiles.

Ethnicity - Black groups

Mean ethnicity pay gap = 14.4%

Median ethnicity pay gap = 13.2%



The distribution of Black and White employees across the quartiles indicates that the upper quartile of the workforce comprises of a higher proportion of White employees (59%), which is likely to be a major factor in the mean and median pay gap.

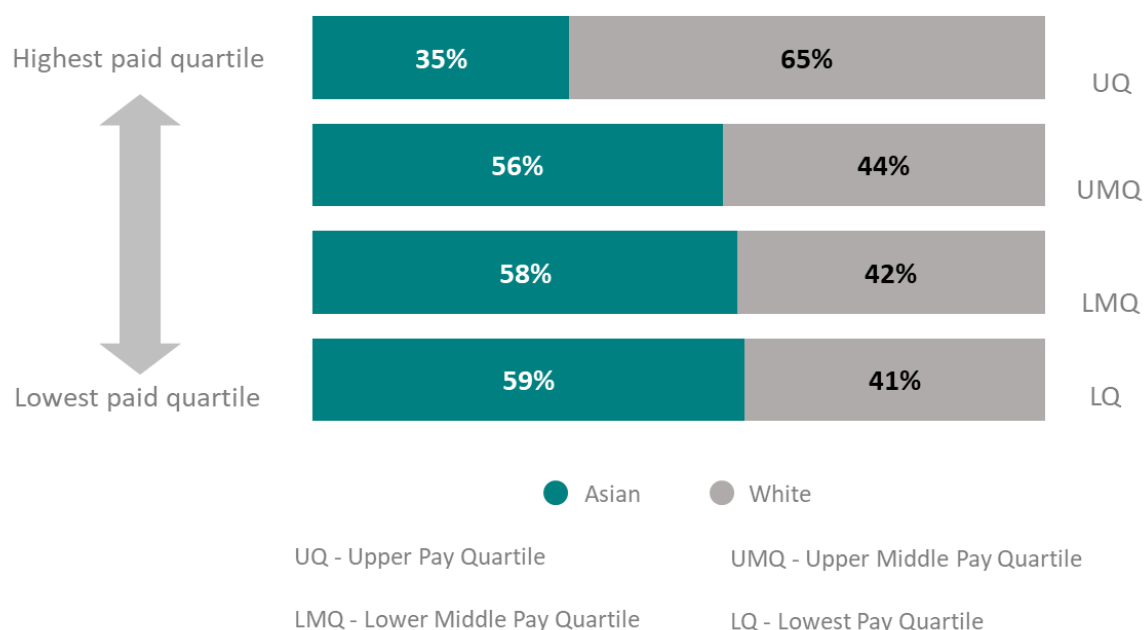
In our workforce overall, 37% are Black employees. Since last year, there has been an increase in the ratio of employees from Black groups in every pay quartile except the lowest quartile where there has been a decrease. The increase in the mean pay gap to 14.4% could be due to the distribution of Black employees at the lower grades within the lowest pay quartile, or of White employees at the higher pay grades within the upper quartile.

Since last year, the median pay gap for Black employees has decreased slightly from 13.9% to 13.2%. This may be because when comparing the distribution of Black employees in all quartiles, the middle two pay quartiles comprise of the largest ratios of Black employees, when compared to last year where the largest ratios of employees from Black groups were in the lower two pay quartiles.

Ethnicity – Asian groups

Mean ethnicity pay gap = 13.9%

Median ethnicity pay gap = 14.1%



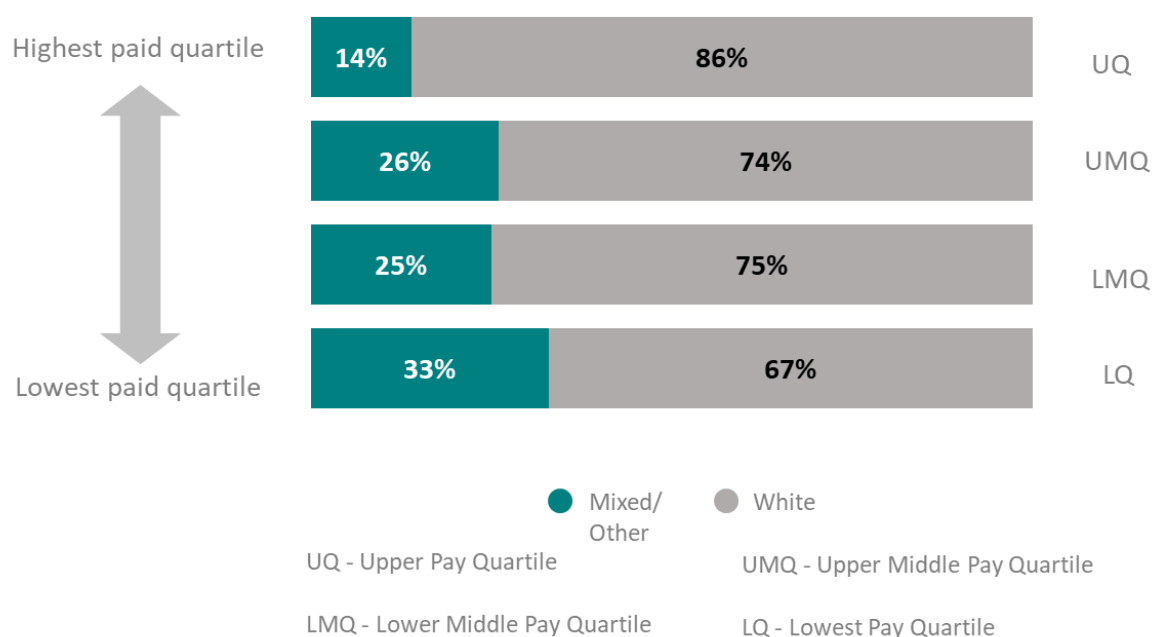
The distribution of Asian and White employees across the pay quartiles indicates that the lowest 3 quartiles (UMQ: 56%, LMQ: 58%, LQ: 59%) comprise of a similar and higher proportion of Asian employees when compared to the upper quartile (35%), which is likely to be a major factor in the mean and median pay gap.

Within the Council overall, 27% of all employees are from Asian groups. Since last year, there has been a considerable increase in the proportion of employees from Asian groups in the upper middle quartile from 45% to 56% and a slight increase in Asian groups in the lowest quartile. There has also been an increase in Asian groups in the upper quartile from 31% to 35%. However, within this, there has been a decrease in the proportion of Asian employees in HAY groups Council-wide from 15% to 13%. It is likely that this is the reason for the increase in the mean (from 13.1% to 13.9%) and median (from 13.9% to 14.1%) pay gap.

Ethnicity – Mixed/ Other groups

Mean ethnicity pay gap = 13.3%

Median ethnicity pay gap = 11.1%



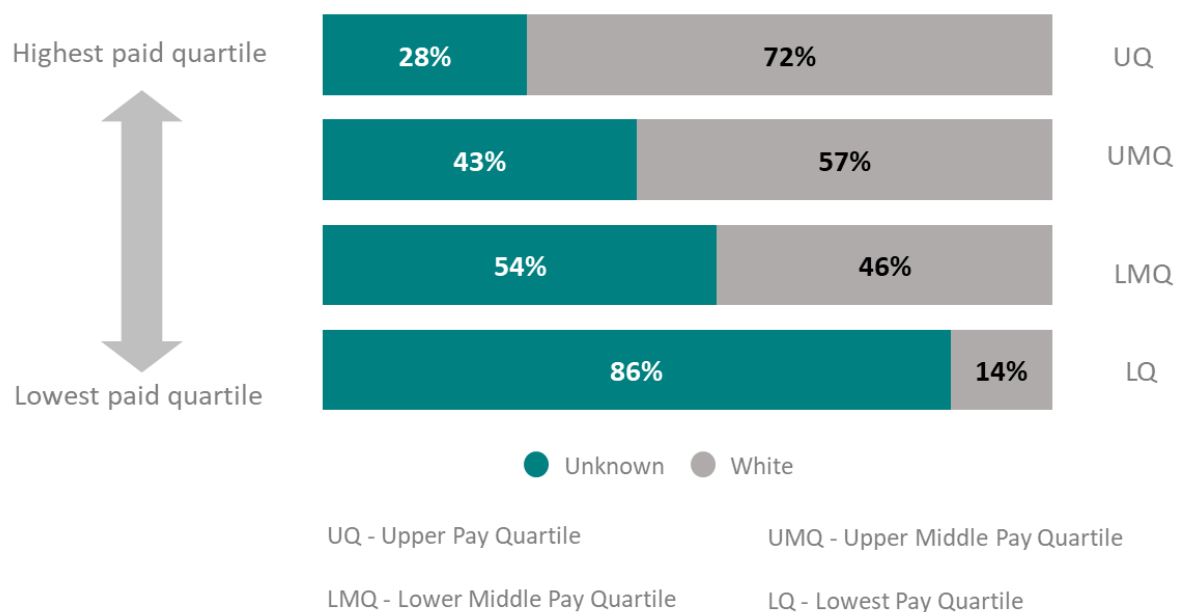
The distribution of Mixed/ Other ethnic groups and White employees across the quartiles indicates that the lower paid quartiles of the workforce comprise of a higher proportion of Mixed/ Other ethnic group employees, which is likely to be a major factor in the mean and median pay gap.

Within the Council overall, 8% of all employees are from Mixed and Other ethnicities. Since last year when the mean pay gap was 10.7% and the median was 9.7%, there has been an increase in the proportion of employees from Mixed/ Other ethnic groups in every pay quartile. The lowest pay quartile showed the greatest increase (from 23% to 33%), whilst the proportion of Mixed/ Other groups in the upper quartile remained considerably lower (14%) than the other quartiles, which is likely to be a major factor in the increase in the mean and median pay gap.

Ethnicity – Unknown groups

Mean ethnicity pay gap = 20.1%

Median ethnicity pay gap = 23.4%



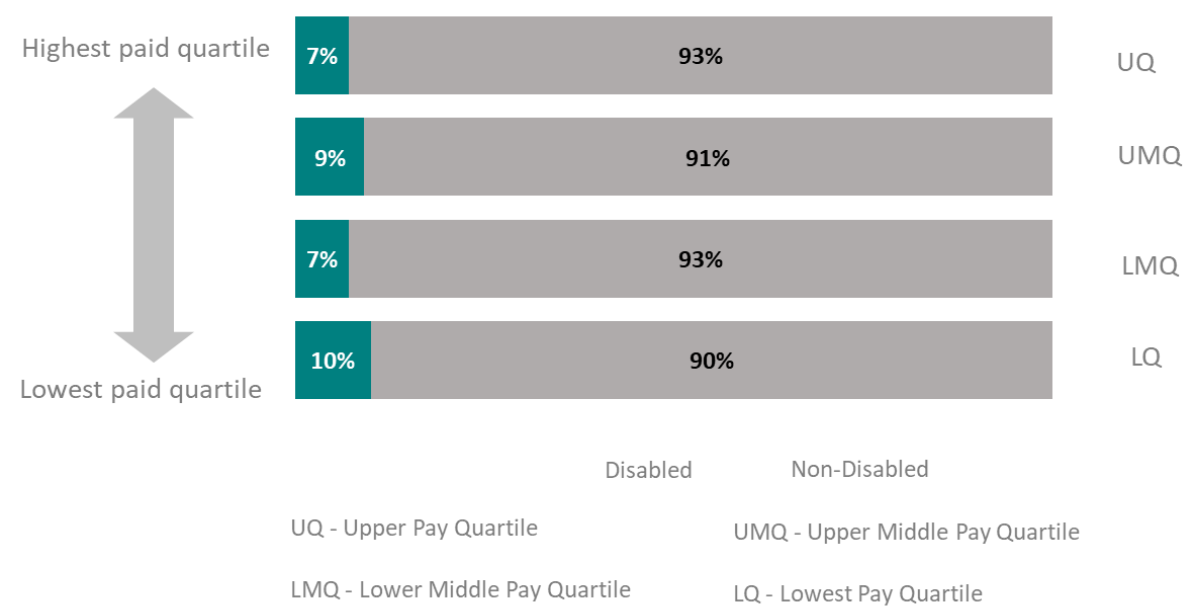
The distribution of unknown groups and White employees across the pay quartiles indicates that the lower paid quartiles are comprised of a higher proportion of employees who chose not to disclose their ethnicity when compared to the other quartiles. This is likely to be a major factor in the mean and median pay gap.

In the Council overall, 24% of employees chose not to disclose their ethnicity. Of these, 20% selected “prefer not to say”, whilst 80% did not make a selection or had this data missing at the time of writing this report. This year, whilst the mean and median pay gap for Mixed/ Other ethnicities has reduced, there has been an increase in the ratio of employees whose ethnicity information is unknown when compared to White employees, in every quartile except the upper quartile. The high ratio of employees whose ethnicity is unknown in the lowest quartile (77%) indicates that any concerns need to be addressed and engagement needs to be increased with the lower grades of the workforce.

Disability

Mean disability pay gap = 2.3%

Median disability pay gap = 4.4%



Since last year, when we reported a mean pay gap of 1.8% and median pay gap of 2.5%, the mean and median pay gap has changed to a pay gap of 2.3% and 4.4% respectively. There is a higher proportion of disabled employees in the lower quartiles when compared to the upper quartiles, which is the likely reason for the pay gap.

The increase in the mean and median pay gap could be explained by an increase in the proportion of disabled employees in the lowest pay quartile from 7% to 10%, which is the quartile showing the highest proportion of disabled employees, whilst there has been no change to the proportion of disabled employees in the upper quartile since last year.

In the Council overall, 28% of employees chose not to disclose their disability. Of these, 7% selected “prefer not to say”, whilst 93% did not make a selection or had this data missing at the time of writing this report.

Review of priority actions from 2023/24 onwards – Gender/ Ethnicity/ Disability

- **The Council's EDI strategy**

The Council's [EDI strategy](#) is now in place and includes activities that address barriers to employment in the Council and reviews processes that for example, work towards a workforce more reflective of the community.

- **Further analytical work carried out**

Further monitoring of new starter salaries above the base spinal point showed that of all new Council starters in the last 3 months of the reporting year, male candidates were more likely to start at a higher spinal point (above the base of the grade – 21%) than female candidates (12%). This will form the basis of further analysis. Other more recent data analyses and deep dives by ethnicity and disability have been shared with key stakeholders to aid the development of targeted actions. Such actions will address key data findings and the pay gap for individual ethnicity groups and have also addressed other analyses gathered through the staff survey which have led for example, to improvements in the recruitment process for neurodiverse staff.

- **Monitoring of internal promotions and external appointments**

Monitoring has continued and a review of the internal progressions showed that more women (65%) and individuals from BAME groups (70%) were promoted than men and individuals from white groups respectively, whilst 6% of all those that were promoted were disabled. In addition, the proportion within those groups who were promoted largely reflected their proportion in the overall workforce.

Of the data available showing external recruitment, 62% of HAY grade positions offered were to candidates from BAME groups, 31% were to disabled candidates and 85% were to female candidates.

- **Monitoring of new joiners' starting salary for grades PO5 and above**

We've continued to review pay for new joiners to the Council at grades PO5-8 and above. Women new joiners made up 73% of those who were recruited to a salary of PO5 (£49,890 - £52,929 - within the highest quartile) and above this year. This has increased from 66% last year. BAME employees made up 60% of the employees who were recruited to grades PO5 and above – down from last year's 75%, and of all the new starters who were recruited to a salary of PO5 and above, 17% were disabled, this increased from last year's 7%.

- **Benchmarking with London Councils**

Based on information submitted for 2023 by other London Councils, Brent Council had the 9th highest median ethnicity pay gap of all 27 London Councils who had submitted this data and 12th highest disability pay gap data of the 25 Councils who had submitted this data. There are many varying reasons affecting pay gaps, for example, the demographics of an area and the services which are outsourced. However further liaison with other local authorities will ensure we are kept informed of best practice.

- **Encouraging staff to share data**

Communication campaigns at key points in the year have resulted in an increase in disclosure of at least 2 percentage points for most protected characteristics for year ending March 2024. These campaigns will continue through 2025.

- **Gather and analyse recruitment data**

The recruitment data this year highlighted a considerable drop in the proportion of Asian candidates who were offered a position at HAY grades, when compared to the proportion who applied. This data will be used to carry out further deep dives into recruitment outcomes. Further ongoing recruitment data analysis by disability and gender has allowed us to gain an insight into any potential barriers faced by other groups. This will also be used to review recruitment practices further.

- **Disability Confident Scheme – level 3 attainment**

The Council's level 3 accreditation of the Disability Confident Scheme was successfully renewed. This has led to the identification of further areas of development towards our disability agenda.

- **Anti-racism Action Plan**

Brent Council's bespoke [Anti-Racism Action Plan](#) is now published and renews our commitment through this lens to themes such as Employee Lifecycle and Training and Development.

- **Review the EDI related learning and development**

Following feedback gained through our staff survey, our networks and in working towards our actions plans (eg. Anti-racism Action Plan) we have a Learning and Development plan now in place which focuses on inclusion. More recently, this started new mandatory EDI learning for all employees.

Priority Actions for 2024/25 and beyond –Gender/ Ethnicity/ Disability

There are many possible factors affecting the pay gaps, for example, how much of the Council's services are outsourced, the local demographics and the ethnicity/ gender makeup of the Council, to name a few. The following actions are high level actions which are in place to understand and address the many possible reasons for the pay gaps. With the further, more detailed actions taking place under these, it is hoped change will take place in the longer term.

- Take forward the Council's [EDI strategy](#) and [Anti-Racism Action Plan](#) to address the pay gaps and promote further inclusivity. This will involve, for example, a review into diverse recruitment pools and advertising.
- The creation of a new People Strategy to drive the delivery of actions from the EDI Strategy and to include a targeted piece of work on creating an inclusive culture.
- Further data analysis to understand the pay gaps and areas for further improvement. For example, reviewing recruitment data and looking into reasons for male new joiners starting on salaries above the base of the grade when compared to female new joiners.
- Continued quarterly and ongoing monitoring of new joiners' starting salaries for the higher grades (grades PO5 and above) by gender, disability and ethnicity, to identify any further trends.
- Closer work with the directorates of the Council to identify data-driven, bespoke actions plans which address areas which do not support the Council's objective of having a workforce representative, at all levels, of the population.
- Foster a greater sense of belonging amongst staff by relaunching the staff networks and the Equity Champions, with support from senior sponsors, as a safe space to share information and discuss issues.
- Further benchmarking will be undertaken to compare our performance with other London Councils.

- Continue campaigns to encourage staff to share their ethnicity and other personal data (where it is unknown) to ensure improved quality of data, so that more reflective analyses can be undertaken.
- Embed the EDI related learning and development plan and address any barriers to progression for staff using key training such as reasonable adjustments for managers, unconscious bias and anti-racism.
- Use the Anti-racism Action Plan as a framework for continued work and improvement.