

# **Brent Gender, Ethnicity and Disability Pay Gap Reporting**

## **March 2022**

# 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 Reporting

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.

The ethnicity pay gap shows the **difference between the average (mean and median) earnings of the Council's BAME (Black, Asian and Minority Ethnic) employees and White employees (White British and White other)**. Similar to gender pay reporting, this report shows the proportions of BAME and White full-pay relevant employees in four quartile pay bands.

## Disability Pay Gap Reporting

This year for the third year, although there is also 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.

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 (2,371) 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 2021. 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, they have been excluded from the calculation.

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 "Dawn G. Name". The signature is fluid and cursive, with a long horizontal stroke at the end.

Director of Legal, HR, Audit & Investigations

# 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.

## 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](mailto: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). A positive % means men, (or White employees or non-disabled employees) have higher pay. These calculations make use of two types of averages:

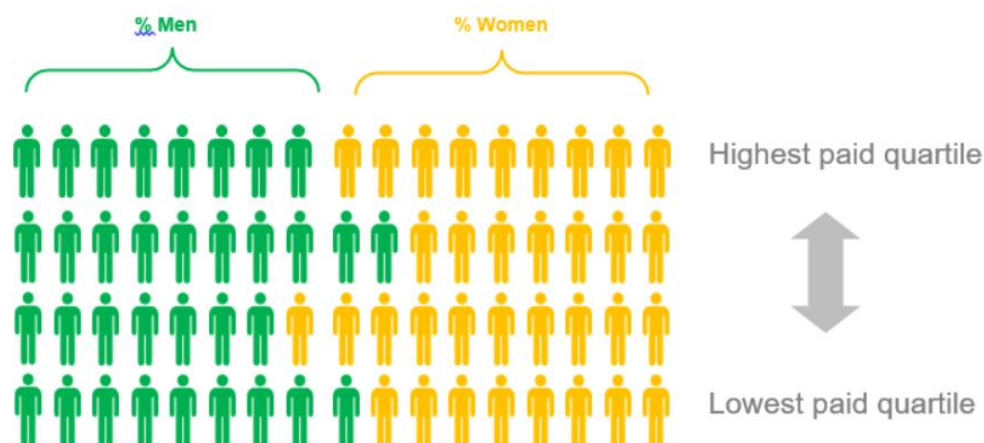
The mean average is arrived at by adding up all of the numbers and dividing the result by the number of people in the list. This places the same value on every number they use, giving a good overall indication of the pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the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

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

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

# Quartiles



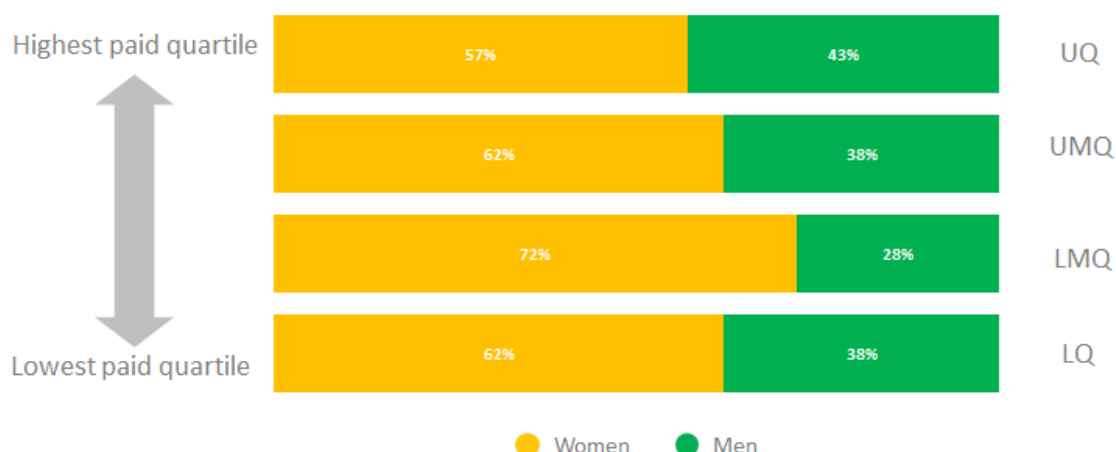
This shows the proportions of male and female, (or BAME and White employees, or indeed disabled and non-disabled employees) in four quartile pay bands. Each employee's salary is ordered from lowest to highest, then divided into four equal groups, and the proportion of men and women, the proportion of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

## Gender

**Mean gender pay gap = 5.1%**

**Median gender pay gap = 5%**



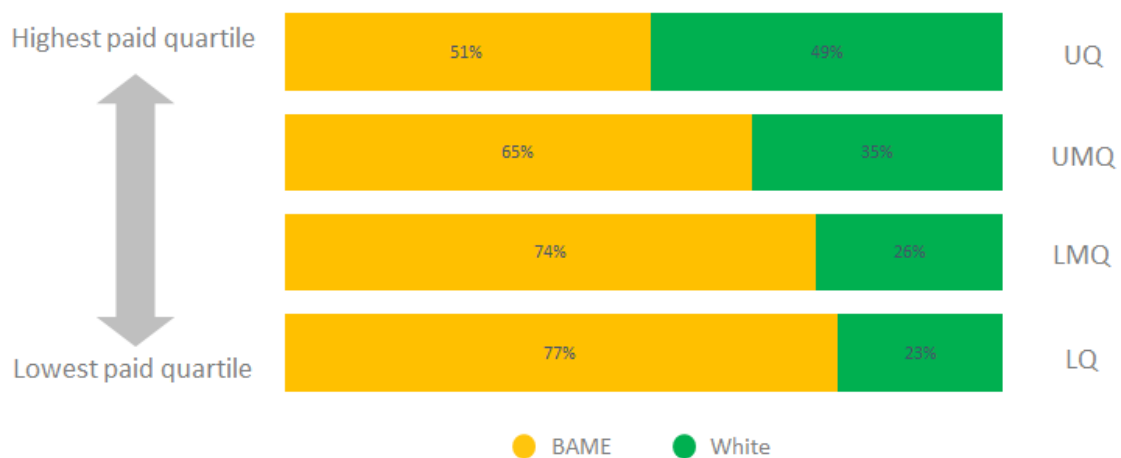
The distribution of male and female employees across the quartiles indicates that the lower paid quartiles of the workforce, particularly the lower middle quartile, are comprised of a higher proportion of women, which is likely to be a major factor in the mean and median pay gap.

Overall, the proportion of males and females in the workforce, is tipped in favour of women. This is also shown in the proportion of males and females in the highest paid quartile, in which the proportion of women has increased slightly since last year, from 56% to 57%. There has also been a decrease of females in the lowest paid quartile which could explain why the median pay gap has reduced since last year from 6.8% to 5% and the mean pay gap has reduced slightly from 5.7% to 5.1%.

# Ethnicity

**Mean ethnicity pay gap = 16.2%**

**Median ethnicity pay gap = 16.3%**



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

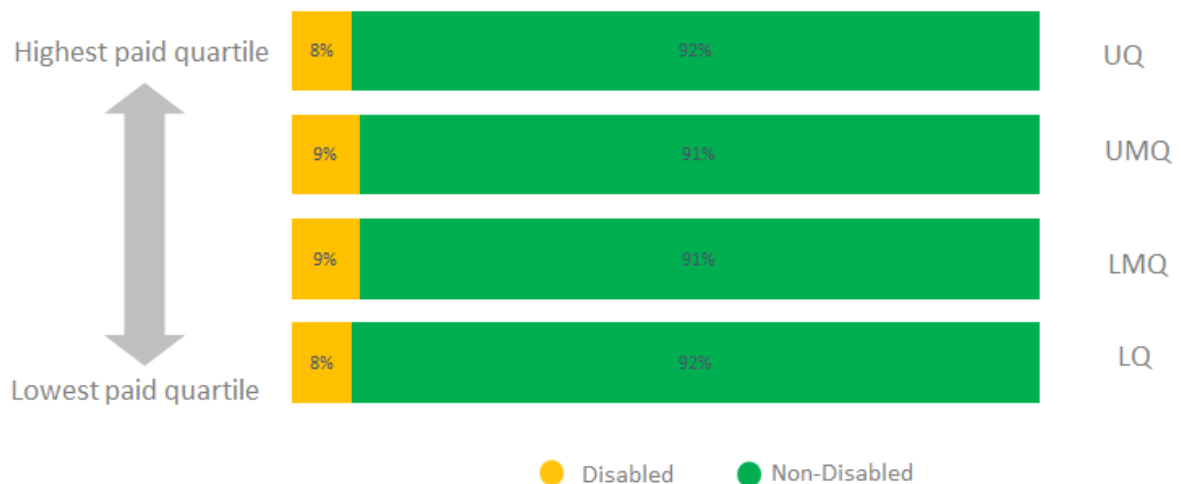
Since last year, the mean pay gap has decreased marginally from 16.5% to 16.2%. This could largely be explained by the increase in BAME employees in the upper middle quartile. The increase in the median pay gap since last year could be explained by the increase in the proportion of BAME employees in the lowest pay quartile and the proportion of BAME in the highest pay quartile remaining constant.



# Disability

**Mean disability pay gap = -2.9%**

**Median disability pay gap = 0%**



For the first time since we started reporting, we have a negative mean pay gap of 2.9%. This compares to last year's 1.7%, which means that overall, our disabled employees have higher mean pay. The possible explanation for this could be that whilst the proportion of disabled employees in each of the pay quartiles is largely the same, the value of pay for disabled employees within each quartile is higher than those of non-disabled employees.

The decreased proportion of disabled employees in the lowest pay quartile from 10% to 8%, which is the same as the proportion of those in the highest pay quartile, may explain the 0% median disability pay gap compared to last year's 2.6%.

# Review of priority actions from 2020/21 – Gender/ Ethnicity/ Disability

- A review of the internal promotions/ progressions showed that more women and individuals from BAME groups were promoted than men and individuals from white groups respectively, whilst 7% 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.
- More women new joiners (55%) were recruited to a salary of PO5 (£46,839 - £49,827) and above (which is within the highest pay quartile) than men, though this has reduced from 62% last year. BAME employees made up 39% of the employees who were recruited to PO5 and above – up from last year's 24%, and of all the new starters who were recruited to a salary of PO5 and above, 16% were disabled, up from last year's 8%.
- In the cohort of apprentices who started their apprenticeships in 2020/2021, 53% were female, 72% were from a BAME background and 4% had a disability. This includes the team leader/ supervisor apprenticeships for aspiring managers which we launched last year. In this cohort, 38% were female, 67% were from a BAME background and 25% had a disability.
- From the cohort of employees who completed the Middle Managers Development Programme training in 2021, 67% were female, up from last year's 50%, 67% were from a BAME background, up from 40% and no one had a disability. However, of those who completed the questionnaire, 33% preferred not to reveal whether they had a disability.

## Priority Actions for 2021/22 – Gender/ Ethnicity/ Disability

- To extend monitoring to include both internal promotions and external appointments.
- Ongoing monitoring of new joiners' starting salary for grades PO5 and above.
- Expand the range of programmes to support and encourage career advancement.
- Monitor and report on the completion of unconscious bias training on an ongoing basis to reinforce the importance of inclusivity.