

# **Brent Gender, Ethnicity and Disability Pay Gap Report March 2023**

# 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.

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

Again this 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 (2,449) 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 2022. 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 that reads "Dawn G Name". The signature is written in a cursive style with a long horizontal flourish at the end.

Corporate Director, 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.

## 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:

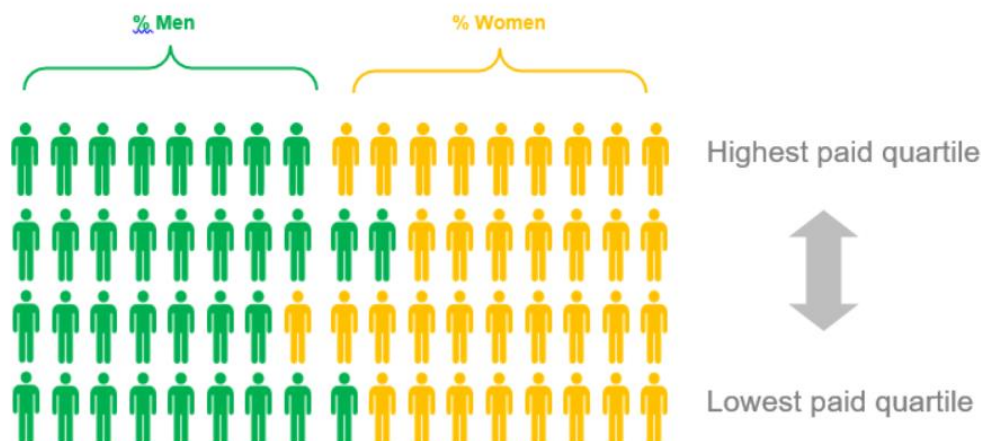
The mean average is arrived at by adding up all of the hourly rates of pay and dividing the result by the number of people in the list. This places the same value on every hourly rate they use, giving a good overall indication of the pay gap, but very large or small pay rates or bonuses can 'dominate'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

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

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

# Quartiles



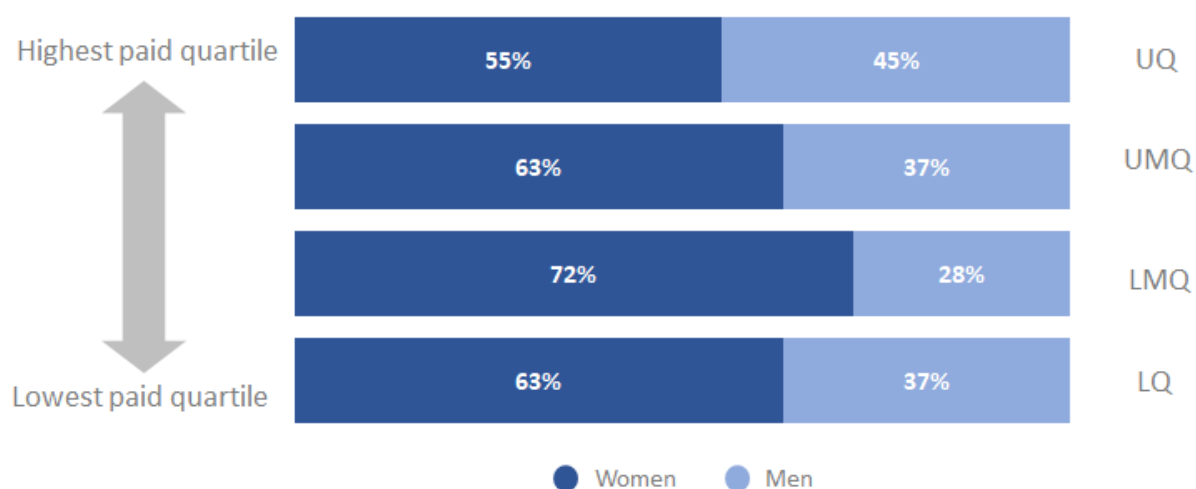
This shows the proportions of male and female (or BAME and White employees, or indeed disabled and non-disabled employees) in four quartile pay bands. Each employee's salary is ordered from lowest to highest, then divided into four equal groups, and the proportion of men and women, the proportion of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

# Gender

**Mean gender pay gap = 6.2%**

**Median gender pay gap = 6.8%**



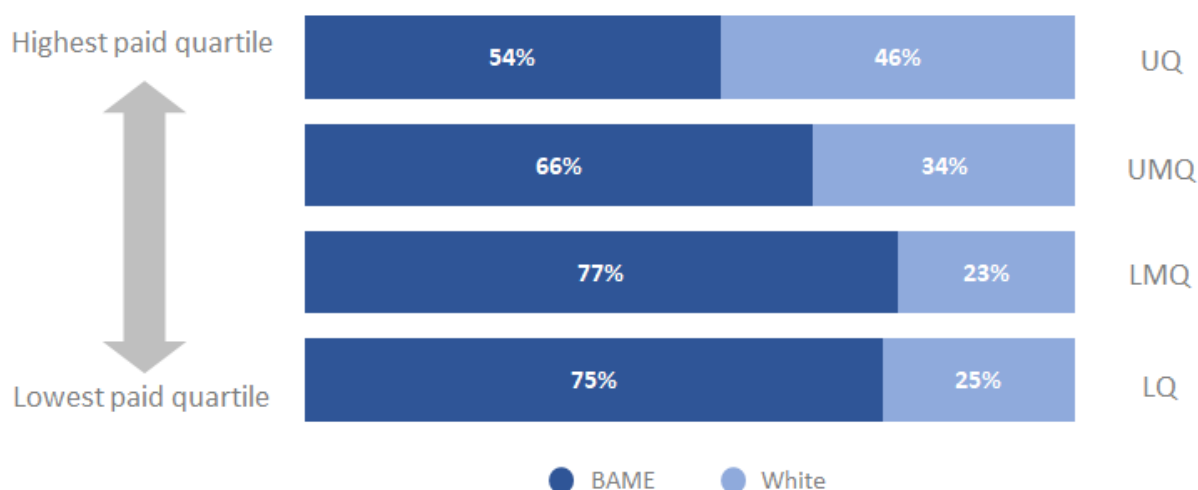
The distribution of male and female employees across the quartiles indicates that the lower paid quartiles of the workforce, particularly the lower middle quartile (LMQ), are comprised of a higher proportion of women, which is likely to be a major factor in the mean and median pay gap.

Overall, the proportion of males and females in the workforce, is tipped in favour of women. Since last year when the mean and median gender pay gap was 5.1% and 5% respectively, the mean and median gender pay gap has increased to 6.2% and 6.8%. This may be due to the proportion of women in the upper quartile (UQ) decreasing slightly since last year, from 57% to 55%, together with the proportion of women in the lowest quartile (LQ) increasing slightly from 62% last year, to 63%.

# Ethnicity

**Mean ethnicity pay gap = 13.5%**

**Median ethnicity pay gap = 14.7%**



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.

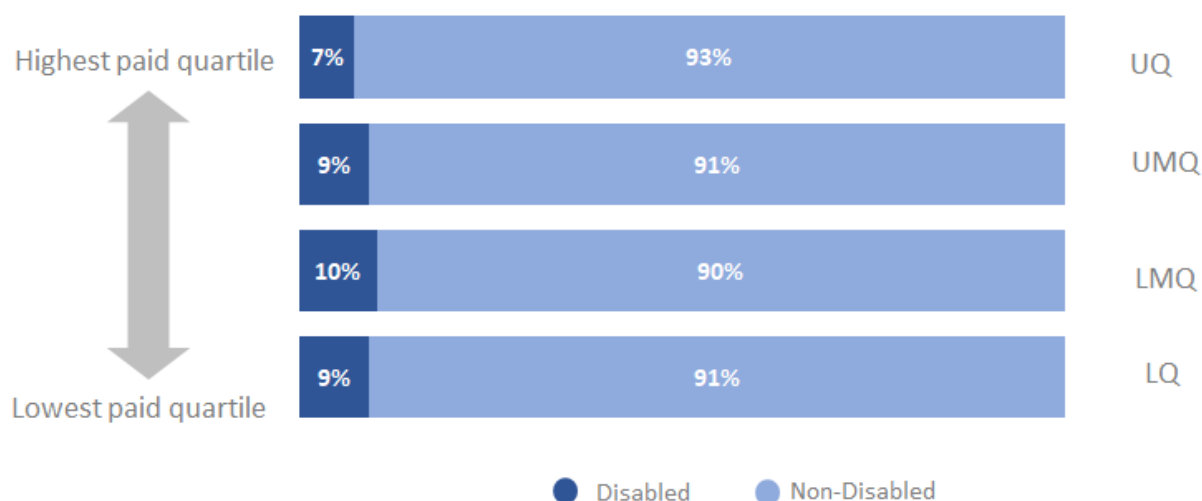
This year, the mean pay gap has decreased from 16.2% to 13.5%. This could largely be explained by the increase in BAME employees in the upper (UQ), upper middle (UMQ) and lower middle pay quartiles (LMQ). There has also been a decrease in the median pay gap since last year from 16.3% to 14.7%. This may be due to the increase in the proportion of BAME employees in the same pay quartiles, whilst there has been a decrease in the lowest pay quartile (LQ).



# Disability

**Mean disability pay gap = 1.1%**

**Median disability pay gap = 0%**



Since last year, when we reported a negative mean pay gap of 2.9%, the mean pay gap has increased to 1.1%. A possible explanation for this could be that whilst the proportion of disabled employees in each of the pay quartiles is very similar, there has been a decrease in the proportion of disabled employees in the upper pay quartile from 8% to 7%.

Like last year, this year again there is a 0% median disability pay gap. This could be explained by the almost balanced distribution of disabled employees across all quartiles.

# Review of priority actions from 2021/22 – Gender/ Ethnicity/ Disability

- A review of the internal progressions showed that more women (62%) and individuals from BAME groups (71%) 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.
- We've continued to review new joiners to the Council at PO5-8. Women new joiners made up 47% of those who were recruited to a salary of PO5 (£47,661 - £50,700) and above (which is within the highest pay quartile) this year. This has reduced from 55% last year. BAME employees made up 73% of the employees who were recruited to PO5 and above – up from last year's 39%, and of all the new starters who were recruited to a salary of PO5 and above, 11% were disabled, down from last year's 16%.
- Of all reported applicants who were offered a position at HAY grades (the highest grades) last year, 56% were from BAME groups. Of those who were offered a position at grade PO5-8, 61% were from BAME groups.
- In our most recent round of the National Graduate Programme, 86% of local applicants were from a BAME background and of the local cohort of graduates recruited, 100% were BAME.
- We have continued to provide inclusive apprenticeships. Of all our apprenticeships, including apprentices from our workforce and from the community in 2021/22, 51% have been female, 77% have been from a BAME background and 12% have had a disability.
- We have continued to provide an inclusive Middle Managers' Development Programme, with 5 cohorts of management having completed the programme and a further cohort starting in Spring 2023. Of the 5 cohorts, 53% were female and 49% were BAME.

## Priority Actions for 2022/23 – Gender/ Ethnicity/ Disability

- To continue monitoring to include both internal promotions and external appointments.
- Ongoing monitoring of new joiners' starting salary for grades PO5 and above.
- Adopt the London Council Race Equality Statement and Framework in promoting equality, diversity and inclusion (EDI) best practice in the workforce.
- To work with local communities who are less well represented in the workforce to raise awareness of and increase applications for roles within the council.
- To increase access to corporate communication and inclusive learning for all non-desk and/ or field-based remote working employees.