



**General Purposes Committee**  
9 March 2020

**Report of Director of Legal, HR,  
Audit & Investigations**

**Gender, Ethnicity and Disability Pay Gaps**

<b>Wards Affected:</b>	All Wards
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open.
<b>No. of Appendices:</b>	One Appendix 1: Brent gender, Ethnicity and Disability Pay Gap Reporting - March 2020
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> <small>(Name, Title, Contact Details)</small>	Martin Williams Head of Human Resources 020 8937 3209 Martin.Williams@Brent.Gov.UK

**1.0 Purpose of the Report**

- 1.1 To provide the Committee with information on Brent's pay gaps relating to gender, ethnicity and disability before the Council's publishing of this data by 30 March 2020.

**2.0 Recommendation(s)**

- 2.1 Note the findings from the draft pay gap report for 2018/19.
- 2.2 Agree the proposed action plans.

**3.0 Detail**

- 3.1 Brent's Pay Gap information is due to be published in March 2020.
- 3.2 Since 2017 (under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017), by law the Council must publish its gender pay gap. In anticipation of impending legislation regarding the same for the ethnicity pay gap, we published this also, last year.
- 3.3 This year in addition to the gender pay gap and ethnicity pay gap, the disability pay gap will be published for the first time.

3.4 Brent's pay gap information for period ending March 2019 is as follows:

<b>Pay Gap</b>	<b>Gender (%)</b>	<b>Ethnicity (%)</b>	<b>Disability (%)</b>
Mean	7.2	16.4	1
Median	6.8	18.2	4.9

As a comparison, Brent's pay gap information for period ending March 2018 was as follows:

<b>Pay Gap</b>	<b>Gender (%)</b>	<b>Ethnicity (%)</b>
Mean	8.2	17.3
Median	6.8	14.2

3.5 The proportion of females, Black, Asian and Minority Ethnic (BAME) employees and disabled employees in each pay quartile in the period ending 2019, is as follows:

<b>Quartile</b>	<b>Females</b>	<b>BAME</b>	<b>Disabled</b>
Upper Quartile (UQ)	56%	49%	10%
Upper Middle Quartile (UMQ)	64%	63%	8%
Lower Middle Quartile (LMQ)	68%	76%	11%
Lower Quartile (LQ)	69%	78%	11%

3.6 The pay quartiles are determined by ranking all employees by their hourly rate of pay and dividing the total equally by 4.

3.7 Since 2018, there has been an increase in the proportion of females in the UMQ and a decrease in the lower paid quartiles.

3.8 Also since 2018, there has been an increase in the proportion of BAME employees in the UQ and LQ and a decrease in the LMQ.

3.9 There is a slightly higher proportion of disabled employees in the lower paid quartiles.

3.10 The proportion of female, BAME and disabled employees as a percentage of the workforce in the Council, is as follows:

<b>Females</b>	<b>BAME</b>	<b>Disabled</b>
64%	65%	9%

3.11 A number of priority actions have been identified for the Council to undertake to reduce the pay gaps and have been included in the pay gap report.

3.12 The pay gap report to be published can be found at Appendix 1.

#### **4.0 Next Steps**

4.1 To publish the report on the Council's internet and intranet websites and on the government website.

4.2 To carry out further analysis of the Council's pay gaps with a view to providing further recommendations for action.

## **5.0 Financial Implications**

5.1 There are no financial implications for the publishing of the Pay Gap report.

## **6.0 Legal Implications**

6.1 The council has a statutory obligation to publish details of its gender pay gap on its website and to also upload details of the pay gap to a government website by 30 March each year.

## **7.0 Equality Implications**

7.1 The public sector equality duty, as set out in section 149 of the Equality Act 2010, requires the Council, when exercising its functions, to have “due regard” to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a “protected characteristic” and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

7.2 Having due regard involves the need to enquire into whether and how a proposed decision disproportionately affects people with a protected characteristic and the need to consider taking steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it. This includes removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic.

7.3 There are currently no equality implications for the publishing of the report.

## **8.0 Human Resources Implications (if appropriate)**

8.1 There are currently no HR implications for the publishing of the report.

## **9.0 Consultation with Ward Members and Stakeholders**

9.1 None

**Report sign off:**

**DEBRA NORMAN**

Director of Legal, HR, Audit &  
Investigations