

Brighton & Hove City Council Gender Pay Gap Report – 2018

1 Introduction

1.1 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all local authorities with more than 250 employees to publish the following gender pay gap data based on a 'snapshot' date of 31 March 2017:

- mean and median gender pay gaps in hourly pay
- mean and median gender bonus gaps
- proportion of men and women who received bonuses
- proportions of men and women employees in each pay quartile

1.2 The council is required to publish this information by 30 March 2018 and then annually thereafter on our own website and the [Government's website](#).

1.3 The gender pay gap is defined as the average pay gap between male and female staff in hourly pay. This is different from equal pay. The Equality & Human Rights Commission outlines the differences as follows;

- Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
- The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Equal pay is a legal requirement and failure to comply with equal pay legislation could result in a claim whereas gender pay gap is not, in itself, unlawful. This is due to the causes of a gender pay gap not falling within the direct control of an employer or because they are due to do a material factor other than gender.

2 Scope

2.1 The data is based on all council employees (excluding school based staff) who were employed on 31 March 2017 and casuals paid during that month.

3 The Gender Pay Gap Data

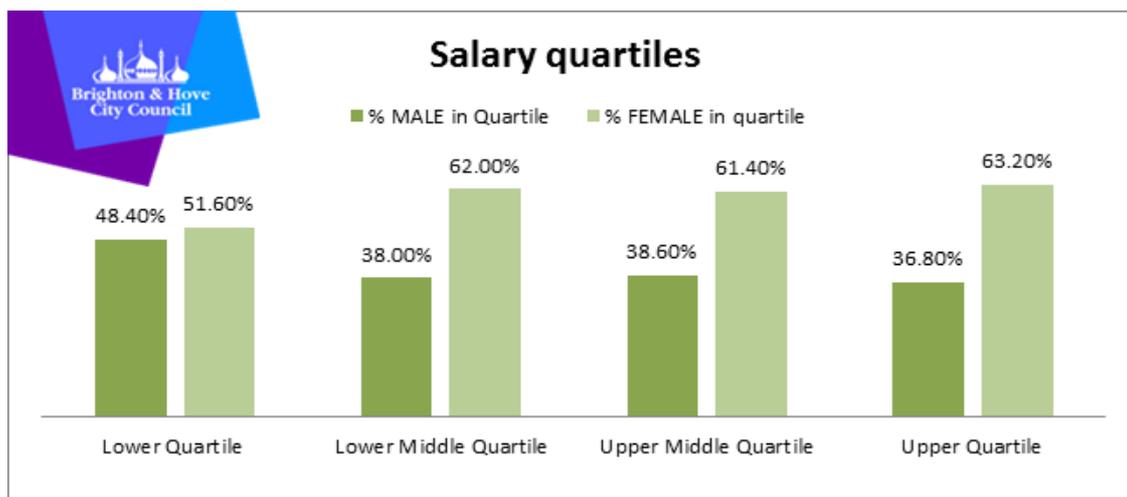
3.1 The mean and median gender pay gaps are shown as a percentage difference, based on the gross hourly rates of ordinary pay on the 'snapshot' date 31 March 2017. The hourly rate calculated for each employee is in accordance with the pay period that applies to them. The council pays employees on a monthly payroll thus the payroll period used for this reporting is March 2017. In the case of casuals their earnings for the previous 12 weeks were included in the analysis.

3.2 **Mean and Median Pay Gap Reporting:** Brighton & Hove City Council has a negative pay gap for both the mean and median gross hourly rates, i.e. on average females are paid more than males. This is not uncommon but goes against the overall national trend.

3.2.1 The **Mean** (average) gender pay gap in hourly pay is **-6.03%**.

3.2.2 The **Median** (middle) gender pay gap in hourly pay is **-7.29%**.

3.3 **Salary quartile reporting:** This calculation requires an employer to show the proportions of males and females in four quartile pay bands.



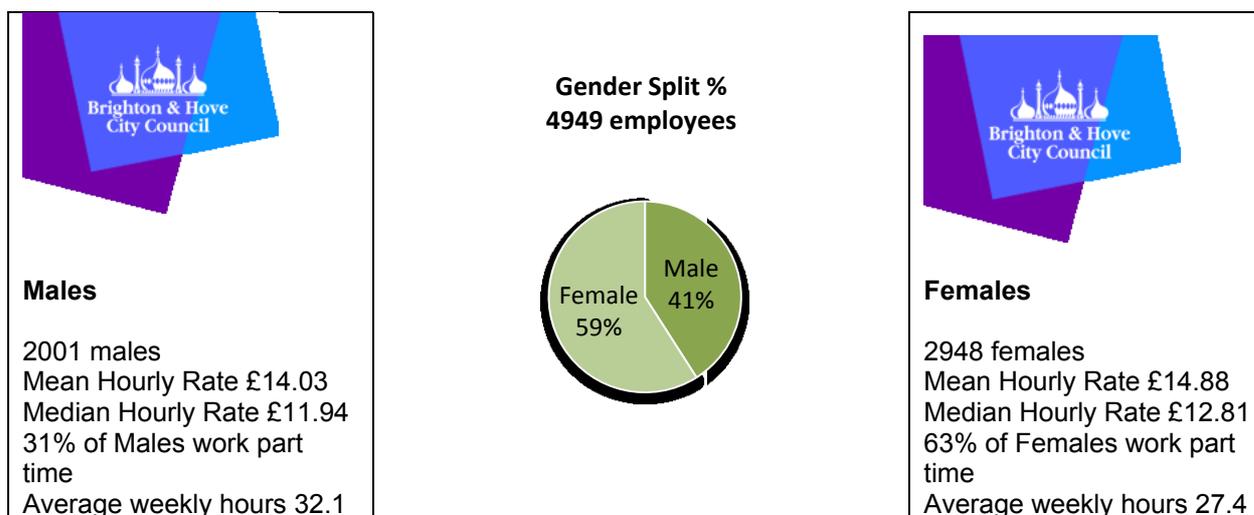
3.4 Definitions of the salary quartile information are shown in appendix A

3.5 The council's overall workforce gender profile is 59% females and 41% males.

3.6 **Bonus pay reporting:** The council does not pay bonuses. Therefore this element of the pay gap reporting does not apply to the council.

4 Gender Pay Gap Analysis

4.1 4949 employees are included in the pay period comprising 4289 contracted employees and 660 casuals:



4.2 Pay & Grading - The majority of council employees are on grades based on National Joint Council (NJC) pay and conditions. There are 14 grades underpinned by a robust job evaluation system. This ensures that employees carrying out work of equal value are paid on the same grade. The pay grades can be found on the [council's website](#). Of the 4949 employees in post 4647 are on NJC pay scales. 270 employees are paid on the other pay scales i.e. JNC Chief Officers, Teachers, Soulbury, JNC Youth & Community. 32 individuals are employed on other pay grades which are protected under the Transfer of Undertaking (Protection of Employment) Regulations.

- 47% of workers with basic salaries less than £20,000 are male, 53% are female
- 36% of workers with basic salaries equal to or greater than £30,000 are male, 64% are female

4.3 Allowance - 34.5% of the workforce in the pay period received an allowance in addition to their basic pay. Analysis by quartile shows a higher proportion of males receive allowances in the lower 3 quartiles whereas more female receive allowances in the upper quartile. The Brighton & Hove allowance scheme can be found [here](#).

Pay Quartile	% of total males paid allowances in quartile band	% of total females paid allowances in quartile band
Lower Quartile	33.1%	32.9%
Lower Middle Quartile	51.5%	43.2%
Upper Middle Quartile	34.4%	30.7%
Upper Quartile	22.9%	28.5%
Grand Total	35.4%	33.8%

- 4.4 Working Patterns - A contributing factor to the pay gap is the working pattern of an employee. Roles where hours are worked outside the standard working week attract working pattern allowances. While proportionally more males receive working pattern allowances than females, the roles where males receive allowances are usually lower graded than the roles where female are in receipt of allowances.
- 4.5 Market Supplements – 80% of employees in roles attracting a market supplement payment are women.
- 4.6 Salary Sacrifice - Salary Sacrifice is where an employee gives up the right to receive part of their salary due under their contract of employment, in return for the employer's agreement to provide an equivalent non-cash benefit, the value of which is exempt from tax and national insurance contributions (NICs). 244 employees are signed up to salary sacrifice schemes. 158 are female with an average monthly deduction of £162, and 86 are male with an average monthly deduction of £157.

5 Conclusions

- 5.1 The council is confident that its gender pay gap does not stem from an equal pay issue. In 2010 the council introduced a new pay and grading system to ensure all roles are graded using a recognised job evaluation system to ensure individuals receive equal pay for equal work. In 2013 a new system of allowances and expenses was implemented to ensure consistency across the workforce.
- 5.2 The council's gender pay gap shows that on average (by both measures) female employees are paid more than male employees and this is the opposite of the national gender pay gap. This is because we have more females in higher graded posts and more females in posts which attract allowances.
- 5.3 There are probably a number of factors that have contributed to the council's ability to recruit and retain females and enable them to develop careers within the organisation. These include the following:-
- The council has had a long established suite of family friendly policies such as flexible working, career breaks, maternity and parental leave, discretionary special leave, and childcare vouchers.
 - Training provided to staff and managers on diversity and equalities, including training provided to recruiting managers to ensure fair recruitment and selection processes.
- 5.4 The council is committed to reviewing the findings of this report and to develop our understanding of the reasons for our gender pay gap and the actions that we can take to address this.

Appendix A

Hourly Pay Definition

Pay will include:

- basic pay
- paid leave, including annual leave, sick leave, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual because of being on any such leave)
- area and other allowances
- shift premium pay
- pay for piecework
- bonus pay

It will not include:

- overtime pay
- expenses

Full-pay Relevant Employee Definition

“Full-pay relevant employee” means a relevant employee who is not, during the relevant pay period, being paid at a reduced rate or nil as a result of the employee being on leave. Employees who receive no pay at all during the relevant pay period, whether or not this is as a result of being on leave are excluded from the gender pay gap calculations. “Leave” includes—

- (a) annual leave
- (b) maternity, paternity, adoption, parental or shared parental leave
- (c) sick leave and
- (d) special leave

Pay Quartiles

This calculation requires an employer to show the proportions of male and female “full-pay relevant employees” in four quartile pay bands. This is done by dividing the workforce (so far as possible) into four equal sections to determine the lower, lower middle, upper middle and upper quartile pay bands. Where employees receiving the same hourly rate of pay fall within more than one quartile pay band, a relative proportion of male and female employees receiving that rate of pay was assigned to each of those pay quartiles.