



Bradford Council Gender Pay Gap Plan 2020

Bradford Council is committed to equality of opportunity and reducing the gender pay gap and continues to take steps to help close the gap. We have a fair and transparent approach to pay and grading and a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.

The Council has already implemented many of the actions recommended by the Government Equalities Office and Chartered Institute of Personnel Development, however additional action is required to further reduce the Gender Pay Gap.

Gender Pay Gap Areas For Action

Data

Supporting Employees

Recruitment

Developing Employees

Data



Objective

Continue to provide quality Business Intelligence to track changes in Gender Pay Gap and stimulate the Gender Pay Gap conversation at senior level

Identify any issues with staff experience

Annual pay progression cycle does not adversely affect a protected characteristic group

KPIs

- Live Workforce Dashboard usage by HR Business partners and DMTs
- Reports provided to relevant boards to drive “so what” questions
- Staff Survey results
- Equality impact assessment

Recruitment

Objective

Review recruitment experience and training for recruiters

Prevent unconscious bias in recruitment to reduce the likelihood of a “glass ceiling”

KPIs

All recruiting managers to have received training

Delivery of outputs of Inclusive Recruitment Programme



Supporting Employees



Objective

Improve work-life balance by further improving on our already substantial offer of Family Friendly policies, to empower female staff to stay in employment after maternity leave, and encourage more male staff to take up things like Shared Parental Leave – [Family Friendly Working](#)

Ensure flexible working practices promote equality of opportunity and improve work-life balance, while meeting service needs, to keep women in employment and increase the likelihood of achieving an improved gender balance at senior levels

KPIs

- Maternity retention rate
- Uptake rate for Shared Parental Leave
- Increase in flexible working
- Staff survey results
- Gender split at senior levels

Developing Employees

Objective

Improve employee and manager awareness of diversity and inclusion by embedding training into Induction, manager training, recruitment and create a more inclusive culture

Roll out the specific courses on Leading on Equality and Diversity, Equality Impact Assessments, Cultural awareness and LGBT awareness

Equalities Groups – making best use of these and the employee voice when developing and reviewing policies



KPIs

- Reduced number of grievances alleging harassment/bullying due to equality/diversity/inclusion issues
- Increased staff engagement score and engagement across policies, ie increased take up of family friendly policies
- All managers received training



- Policy reviews tabled with Equalities Groups
- Employee focus groups scheduled

Articulate clear career development pathways for all employees, including aspiring leaders:

- Establish a talent pipeline for managers and leaders of the future
- Continue to expand the mentoring and coaching offer, maximising opportunities for talented individuals from under-represented groups and establish a reverse mentoring programme
- Optimise use of Apprenticeships and Apprentice Levy spend to bring diverse talent into and through the organisation

- Published development opportunity pathways
- Increase in diversity at senior management level
- Gender & Ethnicity Pay Gaps
- Increase in staff receiving coaching and mentoring
- Increase in diversity at all levels of the organisation

