

# Bradford Council Gender Pay Gap Report 2021

Snapshot date 31 March 2021

The gender pay gap is a measure of the difference between the average hourly earnings of men and women. This should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value.

Bradford Council is committed to equal opportunities and equal treatment for all employees, regardless of gender, ethnic background, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.

## Bradford Council Gender Pay Gap

### Mean Pay

Mean pay is calculated by adding all average hourly pay values together, then dividing by the number of values.

Men are paid a mean average of £14.85 per hour.

Women are paid a mean average of £13.80 per hour.

Mean pay gap: 7.1%

Mean pay gap 2020 figure 6.1%

UK average 14.9% (Source: ONS Annual Survey of Hours & Earnings 2021)

### Median Pay

Median pay is the 'middle' value or 'mid-point' value in the list of average hourly pay values

Men are paid a median average of £13.18 per hour

Women are paid a median average of £11.92 per hour

The median pay gap is 9.6%

This figure for 2020 was 7.1%

UK average is 15.4% (Source: ONS Annual Survey of Hours & Earnings 2021)

## Percentage of female and male in each quartile of the pay structure

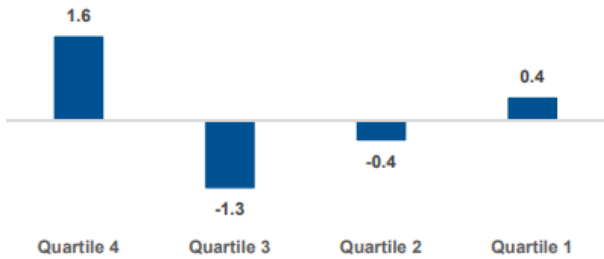
Quartile 4 contains the highest paid employees and Quartile 1 contains the lowest paid.

Quartile	Female	Male	Comments
4	59.0%	41.0%	Females in this quartile have decreased 0.7% since 2020
3	59.6%	40.4%	Females in this quartile have decreased by 4.2% since 2020
2	65.0%	35.0%	Females in this quartile have increased by 1.2% since 2020
1	74.8%	25.2%	Females in this quartile have increased by 0.3% since 2020

## Gender Bonus Gap

Bradford Council does not have performance related pay or a bonus scheme and therefore the Bonus Pay Gap is zero.

## Mean Gender Pay Gap by Quartile



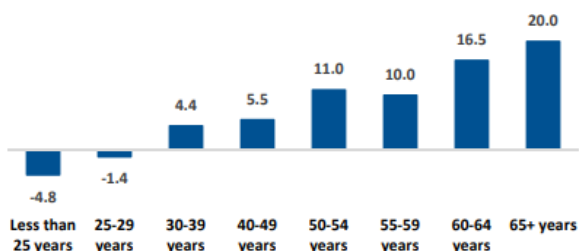
Quartiles	Minimum hourly pay	Maximum hourly pay
Upper quartile (4)	£16.69	£100.77
Upper middle quartile (3)	£12.47	£16.69
Lower middle quartile (2)	£10.00	£12.46
Lower quartile (1)	Apprentice rate	£10.00

## Organisation Breakdown

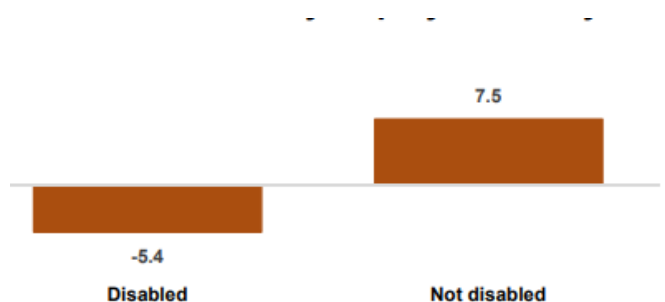
Role	Percentage of headcount %	Male %	Female %	Mean pay gap
Senior management (PO6 & above)	7.7	40	60	7.0
Specialist, Supervisory and professional	19.7	36	64	2.0
Technical staff and officers	30.9	33	67	4.8
Manual and trades	41.7	36	64	8.5

Women currently make up 64% of the total Council workforce. 50% full timers, 79% part time, 64% casual workers (casuals that were working on the GPG census data).

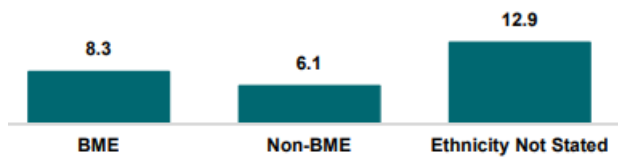
## Mean gender pay gap by age



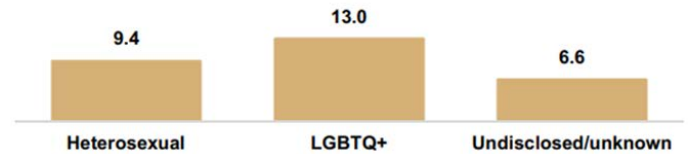
## Mean gender pay gap by disability



## Mean gender pay gap by ethnicity



## Mean Gender Pay Gap by Sexual Orientation



*Please note that it is not mandatory for employees to divulge their ethnicity, sexual orientation, or disability status*

## Gender Pay Gap Actions

Please note that it is not mandatory for employees to divulge their ethnicity, sexual orientation or disability status. Produced by the HR Systems & Intelligence Team Bradford Council is committed to equality of opportunity and reducing the gender pay gap and continues to take steps to help close the gap. The Council has already implemented many of the actions recommended by the Government Equalities Office and Chartered Institute of Personnel Development. Action taken includes the following policies and initiatives:

- A fair and transparent approach to pay and grading through job evaluation processes and collective bargaining on pay
- Pay gap impact analysis forms part of the annual pay progression cycle to ensure that any decisions on pay awards as a result of that process do not adversely affect a protected characteristic group
- Providing opportunities for flexible working wherever possible
- Ensuring flexible working practices promote equality of opportunity and improve work life balance, as far as is practical for service needs
- Increasing awareness around apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to further progress their career.