

Bradford Council Gender Pay Gap Report 2024

Snapshot date 31 March 2024

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

Men

are paid a mean average of
£17.67 per hour

Women

are paid a mean average of
£16.77 per hour

Mean Gender Pay Gap 5.1%
(2023 figure was 4.1%)

UK mean average gender pay gap 11.8%
(Source: PWC 2024 [PwC UK](#))

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
£15.96 per hour

Women

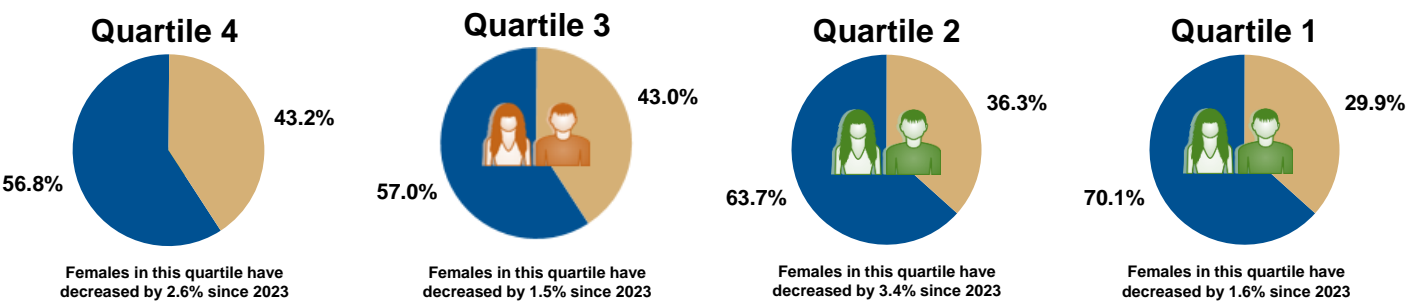
are paid a median average of
£14.90 per hour

Median Pay Gap 6.7%
(2023 figure was 7.9%)

UK median average gender pay gap 9.1%
(Source: PWC 2024 [PwC UK](#))

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

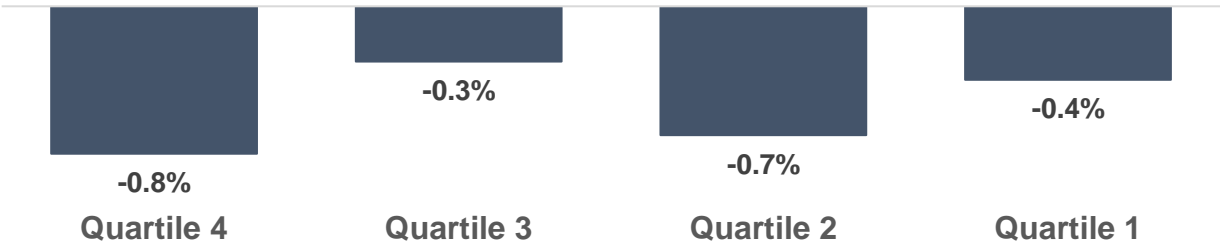


The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Gender Bonus Gap

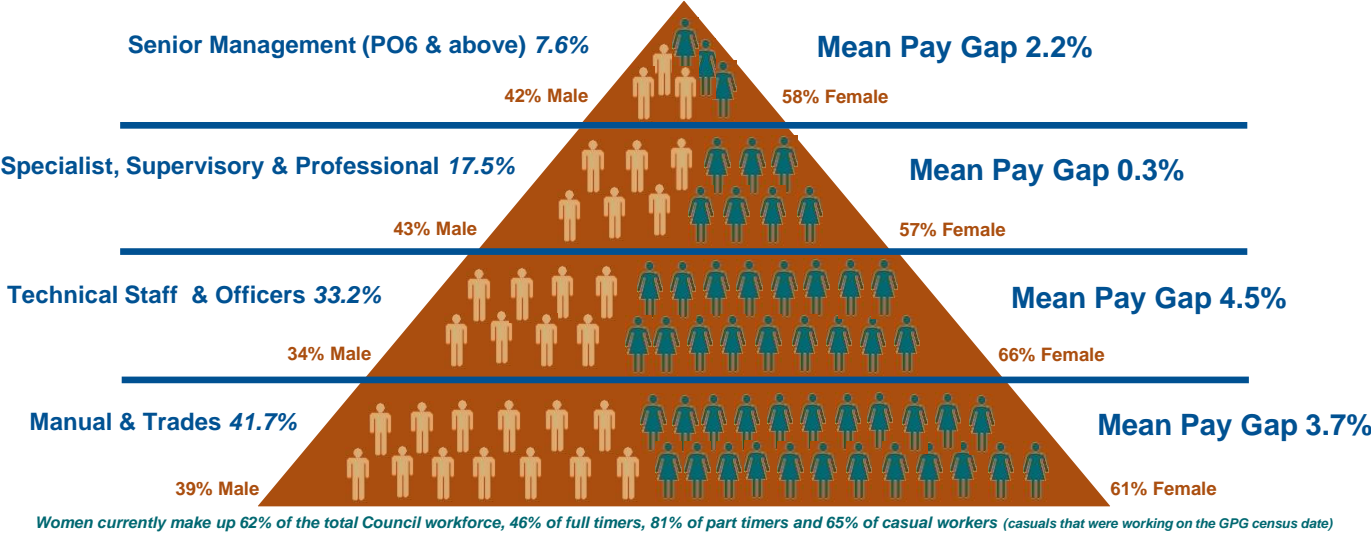
Bradford Council does not have performance related pay or a bonus scheme and therefore the Bonus Pay Gap is zero

Mean Gender Pay Gap by Quartile



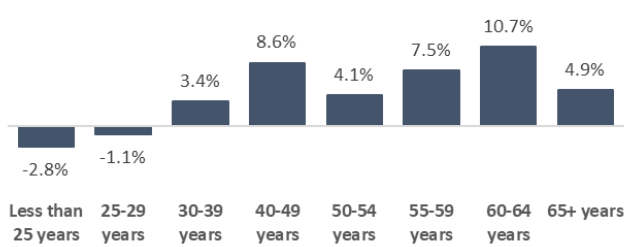
Quartiles	Min Hourly Pay	Max Hourly Pay
Quartile 4 (Upper)	£19.62	£109.86
Quartile 3 (Upper Middle)	£15.16	£19.61
Quartile 2 (Lower Middle)	£12.37	£15.16
Quartile 1 (Lower)	Apprentice rate	£12.37

Organisation Breakdown

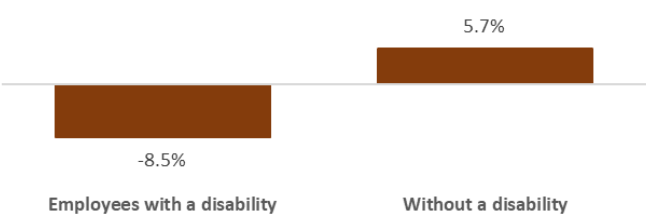


Protected Characteristics

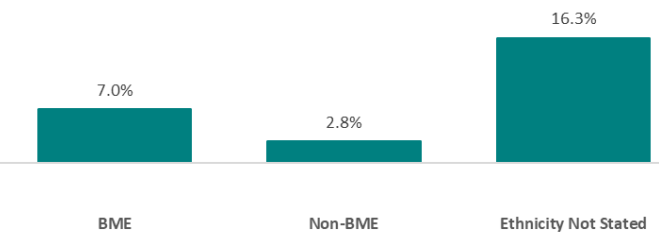
Mean Gender Pay Gap by Age Band



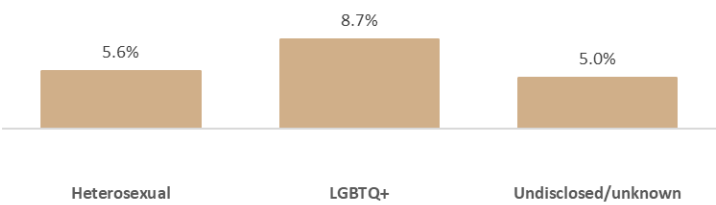
Mean Gender Pay Gap by Disability



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. Only 14.9% of employees have provided their sexual orientation

Understanding the Gender Pay Gap

The gender pay gap is usually a positive or negative percentage.

Positive percentage: women earn less than men in pay or bonuses. For example, if there is a 5% gender pay gap, this means women are paid 5% less than men

Negative percentage: women earn more than men in pay or bonuses. For example, if there is a -5% gender pay gap, this means women are paid 5% more than men

Mean and median: the gender pay gap is shown as both median and mean (average).

Median: the middle figure when hourly pay is arranged in order from highest to lowest, it shows the 'typical' situation and is not distorted. For example, high or low figures, although it may hide specific gender pay gap issues

Mean (average): the total hourly pay of all employees divided by the number of people in the group, which gives a good overall indication of the gender pay gap, but can be distorted by very high or low hourly pay

Pay quartiles: show the percentage of men and women in 4 equally-sized groups based on their hourly pay. They indicate how women are represented at different levels of the organisation.

Gender Pay Gap Actions

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