

Barnsley  
**2030**



# Gender, Ethnicity and Disability Pay Gap Report 2024



**BARNLSLEY**  
Metropolitan Borough Council

Our vision is for Barnsley to be the place of possibilities for all.

We're committed to embedding equality, diversity and inclusion into our culture, ensuring that our council is a welcoming environment where everyone is valued, respected and treated with fairness and dignity.

We maintain our belief in pay fairness and transparency, which is why as part of our commitment to being an equitable and inclusive council, we have voluntarily chosen to include pay data on other protected characteristics.



The Gender Pay Gap report now also includes information relating to ethnicity and disability pay gaps for the very first time and we will continue to report on these in future years. We accept we have some gaps in our equality data and are currently trying to resolve this.

We acknowledge that our gender, ethnicity and disability pay gaps will fluctuate as the data is dependent on several contributing factors, but we remain committed to addressing any imbalance along with continuing to review and address all actions included in our key supporting strategies.

A handwritten signature in black ink, appearing to read 'Sarah Norman', followed by a horizontal line.

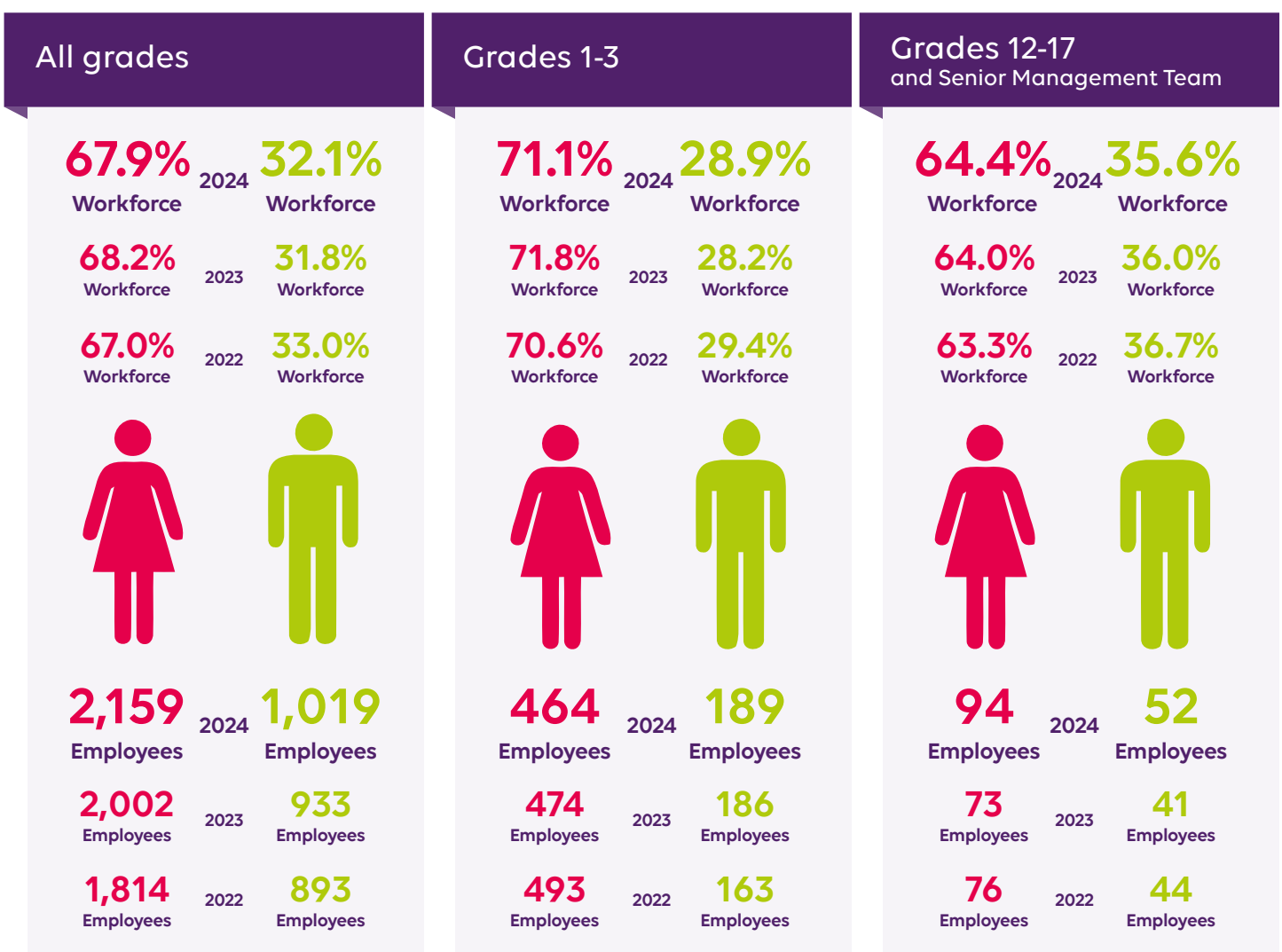
Sarah Norman, Chief Executive

# Understanding the Gender, Ethnicity and Disability Pay Gap

The following analysis has been carried out according to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which places a mandatory requirement on public sector employers with 250 or more employees to report their gender pay gap by 30 March each year using pay data as at 31 March the previous year. The pay period in this case refers to data collated from 31 March 2024.

Whilst the mandatory requirement for pay gap reporting currently only covers gender, it is important to us to be aware of any gaps that may arise from other protected characteristics such as ethnicity and disability which have been included as part of this report. Reporting for ethnicity and disability pay has been conducted in the same manner as gender pay. Due to incomplete employee data on ethnicity and disability, the workforce composition data differs for each protected characteristic.

## Workforce Composition



Our workforce is predominantly female at 67.9%. Grades 1-3 see the highest ratio of female employees. Jobs available within these grades are popular with female employees, either because of the type of work involved or because a large number of the job roles are part-time, which can be balanced against out of work responsibilities. This pattern is observed across the UK workforce and is a result of deep-rooted gender hierarchies in the labour market and is influenced by stereotypical thinking around male and female occupations.



# Gender, Ethnicity and Disability Pay Gap

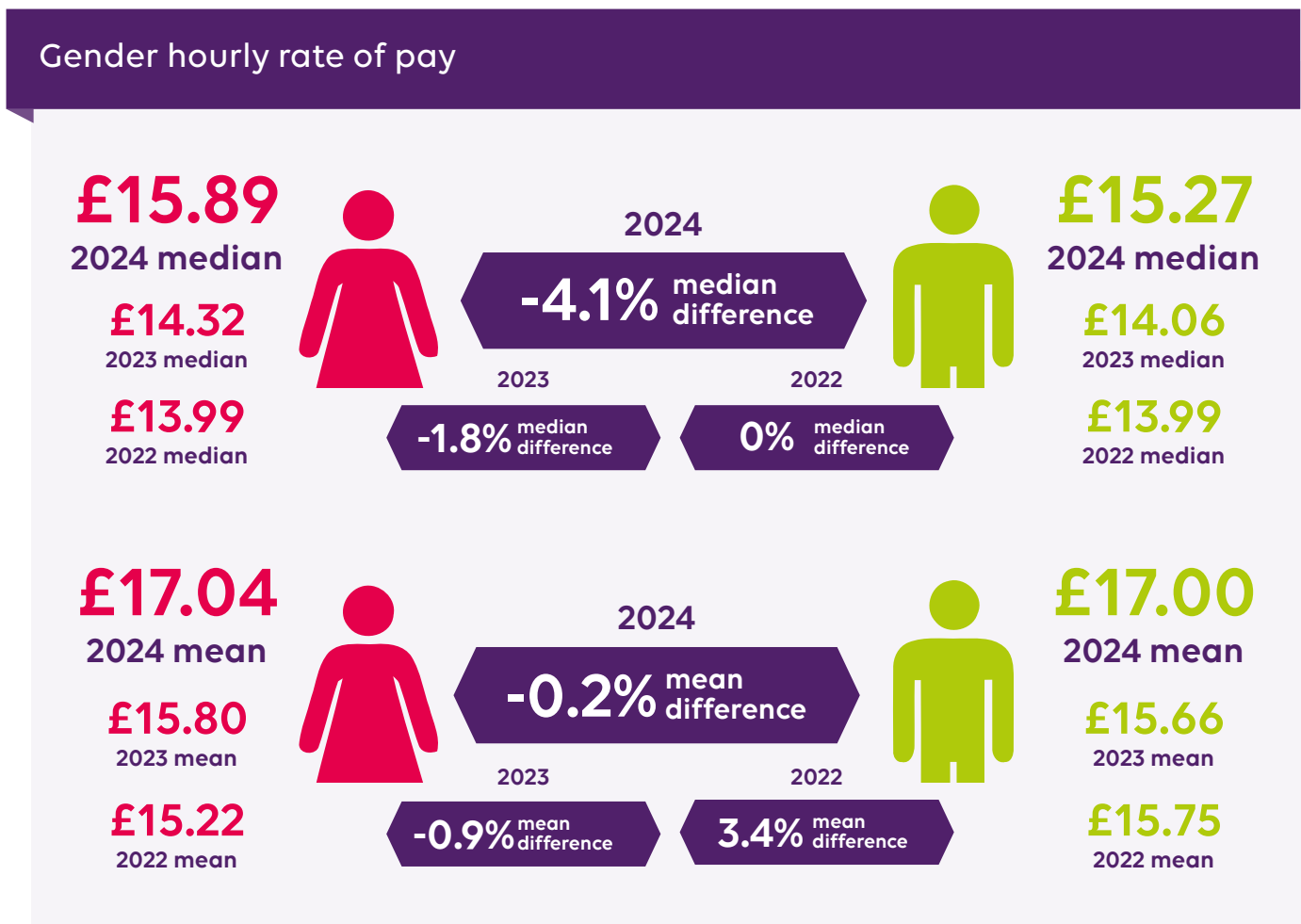
The calculations on page 4 and 5 make use of two types of averages:

**Median** – which involves listing all of the numbers in numerical order (lowest to highest) and selecting the middle number. If there is an even number of results, the median is the mean of the two central numbers.

**Mean** – which involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Whilst a mean (or average) is traditionally a popular measure, averages are affected more by who is included in the data collection. It is more influenced by very low or very high pay, compared with the rest of the sample. For example, if we included a number of highly paid employees the mean pay could increase significantly.

The median however is less influenced by low or high earners and is usually a better measure of a mid point and for this reason, we consider median pay to be a more representative figure than mean pay.



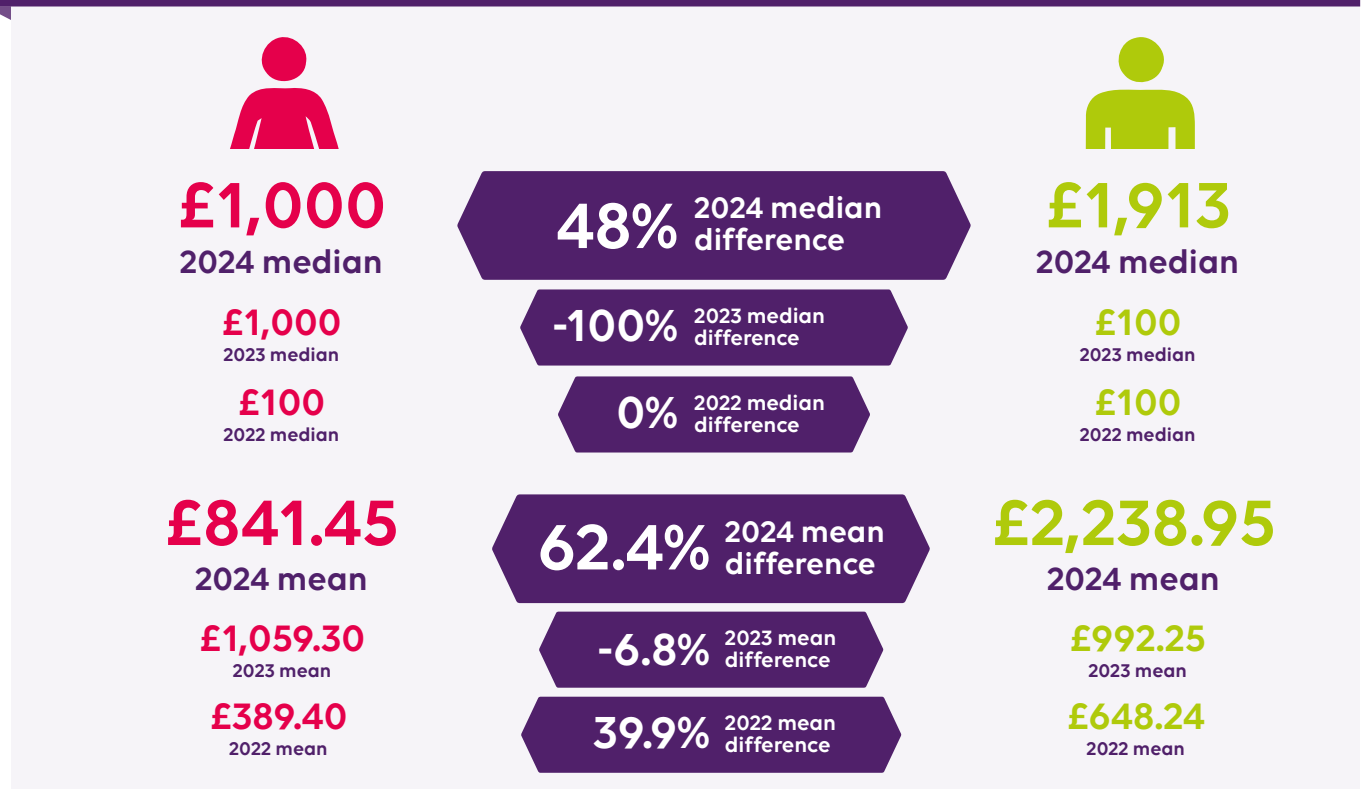
Results show that in the 2024 pay period, a female employee earns on average either 4.1% more (median) or 0.2% more (mean) than a male employee according to the measurement chosen. This is compared with 13.1% average nationally according to the Office for National Statistics. We believe the median and mean pay gaps have altered due to continued changes to the gender makeup of the organisation, and an increase in hourly rates of lower graded and predominantly female employees' pay due to incremental progression.

# Gender, Ethnicity and Disability Bonus Pay Gap

For the purpose of gender pay gap reporting, the Government's statutory guidance defines one off recruitment and retention incentive payments as 'bonus pay' and should therefore not be confused with 'bonus pay' for equal pay purposes. For our gender pay reporting purposes, bonus payments include the overall number of employees receiving the following:

- Long service award of a £100 voucher awarded to all employees upon achievement of 25 years' service.
- One-off payments to recruit or retain employees in key posts to ensure we maintain a skilled and experienced workforce. Managers are required to consider the wider impact on protected characteristics before awarding a payment.

## Gender Bonus Pay



The median and mean bonus pay shows that males received more in bonus pay than females, which is primarily due to one off recruitment and retention payments. 3 males (8.6%) each received individual higher payments compared with 32 females (91.4%) who each received lower, but generally the same payments as each other because of a continued targeted recruitment campaign within a service area where occupational gender segregation occurs. This shows a decrease overall compared with 2023 (49 females and 5 males).

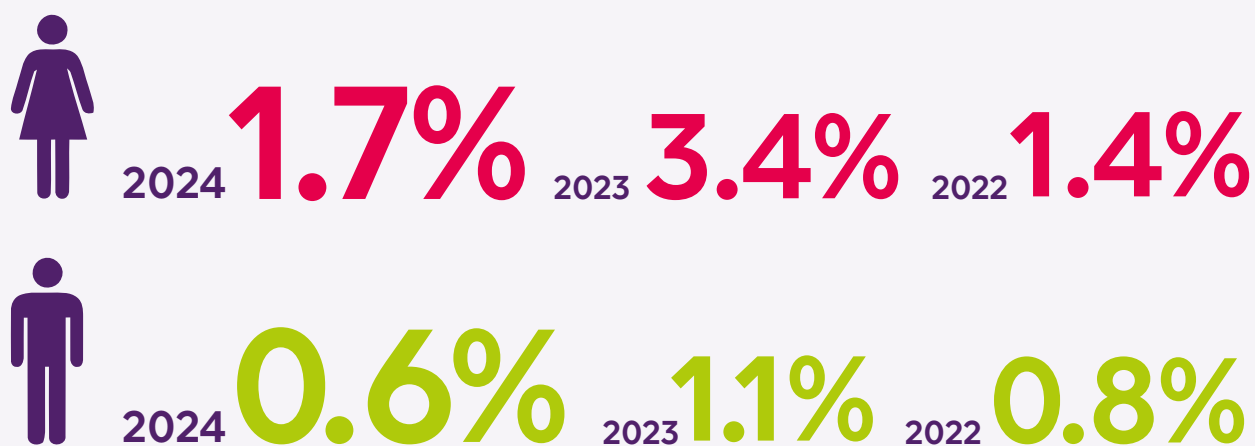
There were 9 employees who received a £100 voucher for long service, 6 female (66.6%) and 3 male (33.3%). This reflects a decrease for both females and males in 2024 compared with 2023 (28 females and 7 males). Recruitment and retention applications are received on an ad hoc basis and relate to specific posts at a variety of different grades, resulting in different payments made. However, all applications undergo a rigorous approvals process including assessing any impact on equalities. As the results show bonus pay results fluctuate dependent on the variety of applications received.

## Proportion of females and males receiving a bonus payment

### Number of employees receiving a bonus payment



### Proportion of employees receiving a bonus payment



The proportion of employees who have received a payment that is categorised for gender pay gap reporting as a bonus indicates broadly that both males and females are treated similarly with a difference of 1.1 (95.6%).

# Proportion of females and males in each quartile pay band

## Gender Quartile pay band



**69.1%** 549 females **30.9%** 246 males

2024

**69.9%** 513 females **30.1%** 221 males

2023

**70.1%** 474 females **29.9%** 202 males

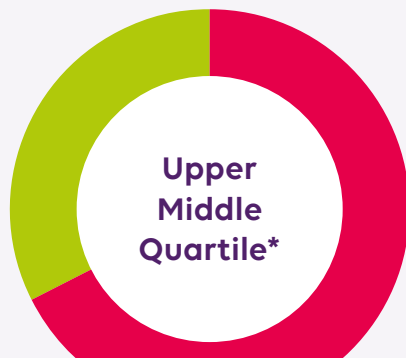
2022



**64.4%** 512 females **35.6%** 283 males

**65.1%** 478 females **34.9%** 256 males

**65.6%** 444 females **34.4%** 233 males



**67.5%** 536 females **32.5%** 258 males

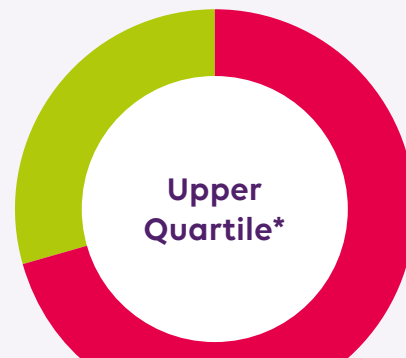
2024

**67.3%** 494 females **32.7%** 240 males

2023

**67.4%** 456 females **32.6%** 221 males

2022



**70.8%** 562 females **29.2%** 232 males

**70.5%** 517 females **29.5%** 216 males

**65.0%** 440 females **35.0%** 237 males

\*Quartiles: workforce divided into four equal parts

The headcount for full pay relevant employees on the snapshot date of 31 March 2024 was 3,178, which has been arranged by the lowest hourly rate of pay to the highest hourly rate of pay. The total has then been divided into four quartiles with the same hourly rate of pay being distributed evenly by gender where they cross the quartile boundaries.

Analysis continues to show that the gender distribution between the quartiles is not even. Overall, more females are employed (67.9%) than males (32.1%) with female employees making up approximately 71.1% of the three lowest grades (1 – 3) which sit in the lower quartile. The upper quartile shows the largest change from the four quartiles, with an increase in females moving to senior positions (17.5%). Overall, there is an 8.28% rise of full pay relevant employees, 7.84% rise in females and 9.22% rise in males across all four quartiles.



## Ethnicity hourly rate of pay

**£17.71**

2024 median

**£18.94**

2024 mean

**-11.4%** median difference

**-11.1%** mean difference

**£15.89**

2024 median

**£17.04**

2024 mean

Results show that in the 2024 pay period ethnic minority employees earn on average either -11.4% more (median) or -11.1% more (mean) than a white employee according to the measurement chosen. This is compared with an 18.5% average according to the Office for National Statistics.

The higher mean and median pay rates seen for ethnic minority employees are positive diversity indicators and could be influenced by various factors such as the roles they occupy and their levels of experience.

The data reflects hourly rates of pay commencing at a higher rate and being more varied for the smaller number of ethnic minority employees, and for white employees the hourly rates of pay commence at a lower rate and show many multiples of the same hourly rates of pay.

Ethnic minority employees make up only 2.4% of the workforce and are therefore underrepresented across the council compared with white employees who make up 97.6% of the workforce.

## Ethnicity bonus pay

**£1,000**

2024 median

**£1,333**

2024 mean

**0%** median difference

**-85.4%** mean difference

**£1,000**

2024 median

**£719**

2024 mean

This is due primarily to one off recruitment and retention payments paid to 3 ethnic minority employees (10.7%) receiving a higher payment compared with 19 white employees (67.9%) receiving variable payments, 15 of which were lower but the same amount because of a continued targeted recruitment and retention campaign.

There were 6 white employees (21.4%) who received a £100 voucher for long service whereas there were no ethnic minority employees eligible.

\*GOV.UK describes an agreed list of ethnic groups which have been applied when collecting our ethnicity data. Any groups listed as Ethnic Minority fall under ethnic groups relating to Asian or Asian British, Black, Black British or Caribbean background, Mixed or multiple ethnic groups and other ethnic groups. Any groups listed as White includes English, Welsh, Scottish, Northern Irish or British, Irish, Gypsy or Irish Traveller, Roma or any other white background.



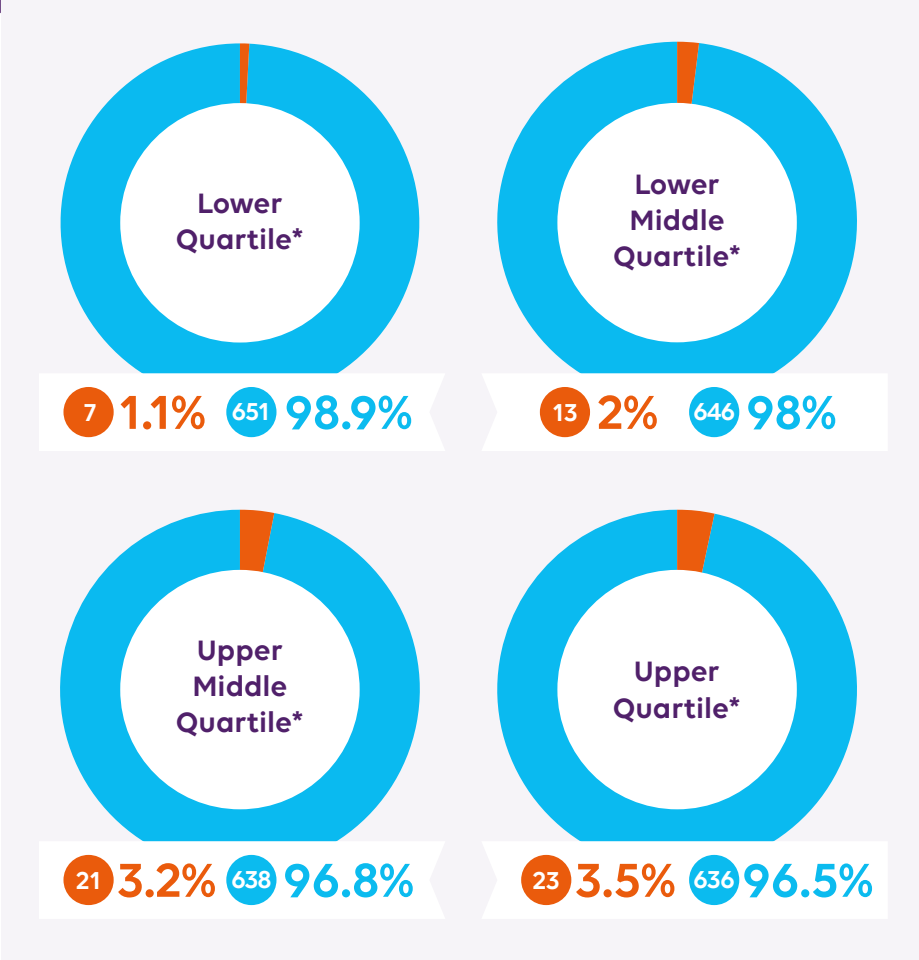


## Proportion of ethnic minority and white employees receiving a bonus payment



The proportion of employees who have received a payment that is categorised for pay gap reporting as a bonus indicates broadly that both ethnic minority and white employees are treated similarly with a difference of 3.7 (134.5%).

## Proportion of ethnic minority and white employees in each quartile pay band



The headcount for full pay relevant employees included in the analysis as at 31 March 2024 was 2,635, which differs from the headcount for gender and disability pay due to gaps in ethnicity data.

When arranged by the lowest hourly rate of pay to the highest hourly rate of pay and the total divided into four quartiles, the analysis shows the ethnicity distribution between the four quartiles is not even.

Overall, more white employees are employed (97.6%) than ethnic minority employees (2.4%). The lower quartile sees the smallest number of ethnic minority employees (1.1%) compared with the upper quartile which sees the highest (3.5%).

\*Quartiles: workforce divided into four equal parts

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## Disability hourly rate of pay

**£15.79**

2024 median

**0.6%** median difference

**£15.89**

2024 median

**£16.58**

2024 mean

**5.1%** mean difference

**£17.47**

2024 mean

Results show that in the 2024 pay period a disabled employee earns on average 5.1% less (mean) or 0.6% less (median) than a non-disabled employee according to the measurement chosen. This is compared with an average of 12.7% according to the Office for National Statistics.

Employees with a disability make up 15.2% of the workforce with gaps apparent within grades 14 and at BLT level compared with non-disabled employees who are represented at every level and make up 84.8% of the workforce. We recognise that with 874 (27.5%) of employees failing to disclose, we have not been able to include these in the data collection which impacts all staff figures.

## Disability bonus pay

**£562.50**

2024 median

**44%** median difference

**£1,000**

2024 median

**£681.25**

2024 mean

**2.7%** mean difference

**£700**

2024 mean

The median and mean bonus pay shows that non-disabled employees received more in bonus pay than disabled employees.

This is due primarily to one off recruitment and retention payments from a targeted recruitment campaign being made to 14 non-disabled employees (48.3%) compared with 6 disabled employees (20.7%). There were 7 non-disabled employees (24.1%) who received a £100 voucher for long service compared with 2 disabled employees (6.9%).



## Proportion of disabled and non-disabled employees receiving a bonus payment

Number and proportion of employees receiving a bonus payment



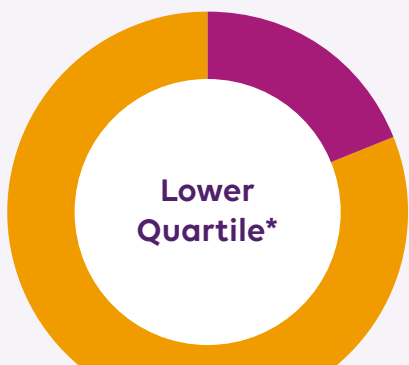
2.1%



1.0%

The proportion of employees who have received a payment that is categorised for pay gap reporting as a bonus indicates broadly that disabled and non-disabled employees are treated similarly with a difference of 1.1 (70.9%).

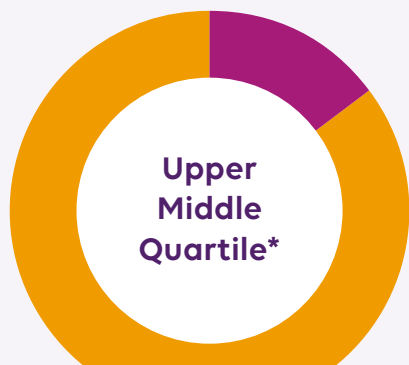
## Proportion of disabled and non-disabled employees in each quartile pay band



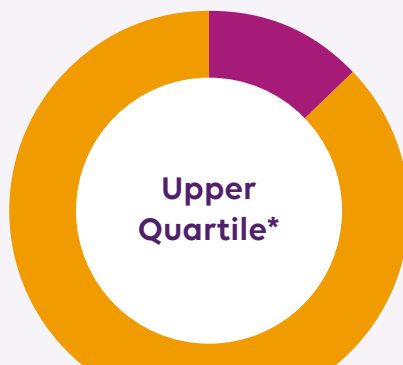
109 18.9% 467 81.1%



81 14.1% 495 85.9%



85 14.8% 491 85.2%



75 13.0% 501 87.0%

The headcount for full pay relevant employees as at 31 March 2024 was 2,304, which differs from the headcount for gender and ethnicity pay due to gaps in disability data. When arranged by the lowest hourly rate of pay to the highest hourly rate of pay and the total divided into four quartiles, the analysis shows that the disability distribution between the four quartiles is not even. Overall, there are more non-disabled employees (84.8%) than non-disabled (15.2%). The lower quartile sees the largest numbers of disabled employees (18.9%) compared with the upper quartile which sees the lowest (13.0%)

\*Quartiles: workforce divided into four equal parts

# Tackling the gender, ethnicity and disability pay gap

## Over the last 12 months, we have:

- undertaken further analysis of equality data to address any potential barriers for applicants and areas of gender under-representation within services.
- supported the development of career pathways within our services through our organisational efficiency programme.
- continued to monitor leavers by gender and grade, including reasons for leaving, learning and acting on any feedback received.

## Over the next 12 months, we will:

- review methods for better capturing, storing, and reporting of equality data with the aim of increasing employee response rates to prevent future data gaps
- continue to conduct detailed equality analysis of pay gaps and equality analysis in recruitment processes to identify and mitigate any potential barriers for applicants, and address areas of underrepresentation within services
- perform a comprehensive review of job design and evaluation processes to identify and eliminate any potential barriers or biases in recruitment, performance, evaluation, and reward decisions
- develop targeted recruitment campaigns, participate in career fairs, develop talent pathways through Barnsley College and diversify current recruitment channels to enhance supporting and attracting underrepresented groups.