

Pay Gaps Report as at 31 March 2022

The Royal Borough of Kensington and Chelsea



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

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1. Introduction

The Council has a statutory requirement to publish details of its gender pay gap by 30 March 2023 to provide the position of the organisation as at 31 March 2022. In addition, we also voluntarily publish ethnicity and disability pay gaps.

This is just one aspect of how the Council uses data to measure how inclusive and diverse we are as an employer. For example, we seek views of staff through regular surveys and analyse the composition of our workforce at different levels to identify the progress we have made and where further action is required. A wide range of activities are delivered through our Equality, Diversity and Inclusion (ED&I) strategy.

The Council has a strategic partnership with Westminster City Council which delivers shared services across a number of functions, including Children's Services and Adult Social Care and Health. Staff working in these shared services are only included in the pay gap report of their employer. This will have more an impact on the figures reported if the majority of managers in a particular service are employed by one partner.

2. Headline Figures

The differences in the average hourly rates paid to male and female employees between in March 2022 are:

- The mean average gender pay gap is now 4.0%. This is 3.6% lower than the previous year's figure of 7.6%.
- The median average gender pay gap is now 5.8%. This is 2.1% lower than the previous year's figure of 7.9%.

The main reason for the increase is the transfer of approximately 100 Estate Services staff to Council in February 2022, the majority of whom were male. Excluding this group of staff, the mean average pay gap is 7.4%.

The most recent data published by the Office for National Statistics (ONS) reported a gender pay gap of 14.9% for the whole of the UK in April 2022.

The differences between the average hourly rates paid to Black, Asian and Minority Ethnic and White employees in March 2022 are:

- The mean average ethnicity pay gap is now 12.9%. This is 0.3% higher than the previous year's figure of 12.6%.
- The median average ethnicity pay gap is now 15.5%. This is 0.3% higher than the previous year's figure of 15.2%.

Note: ethnicity data available for 81% of employees in March 2022, compared to 83% the previous year.

The hourly ethnicity pay gaps increased despite the representation of Black, Asian and Minority Ethnic employees increasing in the upper pay quartile increasing by

4.5%. The main reason for the increase is the greater increase of Black, Asian and Minority Ethnic employees in the lower and lower-mid pay quartiles. Compared to 2021, the proportion of Black, Asian and Minority Ethnic employees included in the pay gap data increased from 41% to 43%.

The higher figure for ethnicity compared to gender is reflective of the position reported by the ONS for the whole of the UK of 23.8% in 2019 (latest data available from ONS and TUC).

The differences between the average hourly rates paid to Disabled and Non-disabled employees in March 2022 are:

- The mean average disability pay gap is -4.5%, this is 3.9% lower than the figure of -0.6 in March 2021.
- The median average disability pay gap is -3.6%, this is 3.6% lower compared to 0% figure for March 2021.

The Council's disability pay gap continues to be significantly lower than those calculated for gender and ethnicity. However, it should be noted the Council's HR system is currently only able to identify those employees who have declared a disability. It does not distinguish between staff who have confirmed they are not disabled, prefer not to state or have not completed the voluntary monitoring questions.

The most recent figure on the disability pay gap published by the ONS was 13.8% for the whole UK in 2021. However, the Trade Union Congress (TUC) recently published a disability pay gap of 17.2% based on research undertaken for the year ending September 2022.

3. Background

The Council is required by law to publish data relating to the Gender Pay Gap, illustrating the pay gap between male and female employees. There is currently no legal requirement to publish Ethnicity and Disability pay gaps. However, the Council has chosen to do so in line with the cross-cutting theme of "narrowing the gap" in the Council Plan, to measure improvements delivered through the ED&I Strategy and the Diversity and Inclusion pillar of Our People strategy. The Council has also committed to be a Race Champion through membership of Business in the Community (BITC) initiative and, as a member of the Business Disability Forum, is actively working towards achieving Level 3 of the national Disability Confident scheme.

The requirements to publish data on gender pay are contained in The Gender Pay Gap Regulations 2017 and specifically for the Public Sector, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This is sometimes referred to as being part of the Public Sector Equality Duty.

These regulations apply to all employers with more than 250 employees and it means that employers must publish their pay gap data every year. In the case of public sector organisations this relates to data applicable on the 'snapshot' date of March 31st each year and which must be published by March 30th of the following

year. This report relates to the snapshot date of 31 March 2022 which must be published by 30th March 2023. In addition to the specified data, a link to this report is included on the Government's Gender Pay Gap Reporting website.

Descriptions of the calculations the Council is required to publish on the gender pay gap are contained in Appendix 1. The same method is used for the ethnicity and disability pay gaps.

4. Gender Pay Gap Figures For March 2022

The gender pay gap calculation is based on the number of individual employees who received their full pay on the reference date of 31 March 2022, not the full-time equivalent. This means that each part-time employee counts as one employee. The number of full pay relevant employees included for the RBKC gender pay gap report is 2,456 compared to 2,306 in March 2021.

Annual gender pay gap figures for each year since March 2018 are contained in Appendix 2 for reference.

The six gender pay gap metrics for RBKC as at 31 March 2022

1	The mean gender pay gap is 4.0%	2	The median gender pay gap is 5.8%
3	The mean gender bonus gap is 43.9%	4	The median gender bonus gap is 37.8%
5	The percentage of male employees receiving a bonus is 8.8%	6	The percentage of female employees receiving a bonus is 8.1%

Gender Pay quartiles percentages 31 March 2022

Band	Males	Females	Description
A	43.3%	56.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	34.8%	65.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	43.9%	56.1%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	45.9%	54.1%	Includes all employees whose standard hourly rate places them above the upper quartile

Note: 58% of employees included in the March 2022 gender pay gap are female.

Analysis:

The main reason for the reduction in the hourly pay gaps is the transfer of approx. 100 Estate Services employees in February 2022. Excluding this group, the mean hourly difference is 7.4%. This transfer was also responsible for the increase of males in the lower pay quartile from 36.6% in 2021 to 43.3% in 2022. This is because 85% of the employees who transferred were male, who with just 4 exceptions, were paid in the lower pay quartile. All of the staff who transferred are now employed on the Council's standard terms and conditions to ensure equity with the wider workforce.

Between March 2021 and March 2022, the % of females in the upper pay quartile increased by 1.3% points to 54.1% whilst the upper-mid quartile reduced by 2.1% points to 56.1%. However, over a four year period since 2018, the % of women in the workforce has increased from 52.6% to 54.1%.

We have analysed changes in our workforce by grade and gender to understand the impact leavers and starters had on our pay gap. This shows that in the grades included within the two highest paid quartiles, that 59% of leavers were women compared to 55% of new employees. The Council has an Inclusive Recruitment policy that applies to jobs at this level to ensure diversity of panels deciding shortlists and making appointments. 61% of employees promoted within the top half of the workforce were female, compared to 58% of the workforce.

These pay gap figures are the first to reflect the Council's new grading structure that was implemented in April 2021. This included the removal of Performance Related Pay and unconsolidated bonuses. As a result, the % of men receiving a bonus has reduced to 8.8% and women 8.1% which is more even. Figures for 2021 are skewed because of one-off payments to the lowest paid half of the workforce to recognise their contribution to the Council's response to the COVID-19 pandemic. The year before in 2020, 42% of males and 31% of females received a bonus. Bonus figures now only related to honoraria payments staff receive for undertaking additional duties. These payments are monitored on a monthly basis.

Following the introduction of the new grade structure, we introduced further guidance on determining the starting salaries offered to new employees. Analysis shows that the starting salaries for men and women between April 2021 and March 2022 was even overall.

5. Ethnicity Pay Gap Figures For March 2022

The ethnicity pay gap calculation is based on the number of individual employees whose ethnicity is known and who received their full pay on the reference date of 31 March 2022, not the full-time equivalent. This means that each part-time employee counts as one employee. The number of employees included for the RBKC ethnicity pay gap report is 1,995 (compared to 1,909 the previous year), this is 81% of the relevant employees (i.e. those who have disclosed an ethnicity).

Annual ethnicity pay gap figures for each year since March 2018 are contained in Appendix 3 for reference.

The six ethnicity pay gap metrics for RBK&C as at 31 March 2022

1	The mean ethnicity pay gap is 12.9%	2	The median ethnicity pay gap is 15.5%
3	The mean ethnicity bonus gap is 13.9%	4	The median ethnicity bonus gap is 21.6%
5	The percentage of White employees receiving a bonus is 10.7%	6	The percentage of Black, Asian and Minority Ethnic employees receiving a bonus is 8.2%

Ethnicity pay quartiles percentages 31 March 2022

Band	White	Black, Asian and Minority Ethnic	Description
A	45.9%	54.1%	Includes all employees whose ethnicity is known with a standard hourly rate that places them at or below the lower quartile
B	48.1%	51.9%	Includes all employees whose ethnicity is known with a standard hourly rate that places them above the lower quartile but at or below the median
C	62.3%	37.7%	Includes all employees whose ethnicity is known with a standard hourly rate that places them above the median but at or below the upper quartile
D	66.9%	30.1%	Includes all employees whose ethnicity is known with a standard hourly rate that places them above the upper quartile

Note: 43% of employees included in the March 2022 gender pay gap are Black, Asian and Minority Ethnic. 81% of staff included in the pay gap data have recorded their ethnicity on the Council's HR system.

Analysis:

No single reason has been identified to account for the small increase in the mean hourly ethnicity pay gap to 12.9% in March 2022 from 12.6% the year before and the median hourly ethnicity pay gap from 15.2% to 15.5%. Our workforce has become more diverse, with the proportion of Black, Asian and Minority Ethnic employees included in pay gap measures increasing by 7% from 36% in March 2018 to 43% in March 2022.

Over the same period, proportion of Black, Asian and Minority Ethnic employees in the upper pay quartile increase by 7.6% to 30.1%. Their representation in the upper mid pay quartile increase by the same amount from 30.1% to 37.7%. This shows that we have been successful in increasing the number of Black, Asian and Minority Ethnic employees in the highest paid half of the workforce at a slightly higher rate than their representation in the overall workforce. Between 2018 and 2022, representation in the lower mid pay quartile increased by over 10% to 51.9% and the lower quartile by 4% to 54.1%.

Focusing on the last year alone, between March 2021 and March 2022, the representation of Black, Asian and Minority Ethnic employees in the upper pay quartile increased by 4.5%, the largest annual increase since the introduction of ethnicity pay gap monitoring in RBKC. There was a much smaller 0.7% reduction of Black, Asian and Minority Ethnic employees in the upper-mid pay quartile, whilst there were small increases of just over 2% in both the lower-mid and lower pay quartiles.

We have analysed changes in our workforce by grade and ethnicity to understand the impact leavers and starters had on our pay gap. This shows that in the grades included within the two highest paid quartiles, that 33% of leavers were from Black, Asian and Minority Ethnic groups compared to 41% of new employees. The Council's Inclusive Recruitment policy applies to jobs at this level. 46% of employees promoted within the top half of the workforce were from Black, Asian and Minority Ethnic employee groups, compared to 43% of the workforce. However, we have observed that the proportion of Black, Asian and Minority Ethnic employees can be 10% points lower in some grades in the upper mid pay quartile. As a result, consideration is being given to applying the Inclusive Recruitment to internally advertised roles, including secondments.

As stated above, these pay gap figures are the first to reflect the Council's new grading structure that was implemented in April 2021. This included the removal of Performance Related Pay and unconsolidated bonuses. As a result, the % of White employees receiving a bonus has reduced to 10.7% and Black, Asian and Minority Ethnic employees to 8.2%. which is more even. Figures for 2021 are skewed because of one-off payments to the lowest paid half of the workforce to recognise their contribution to the Council's response to the COVID-19 pandemic. The year before in 2020, 43.6% of White and 28.6% of Black, Asian and Minority Ethnic employees received a bonus. Bonus figures now only related to honoraria payments staff receive for undertaking additional duties. These payments are monitored on a monthly basis.

The impact of the guidance introduced on determining the starting salaries offered to new employees since April 2021 has been analysed to measure differences between White and Black, Asian and Minority Ethnic new starters. Analysis shows that the starting salaries for new White employees is slightly higher than for new Black, Asian and Minority Ethnic employees. The difference is typically less than an average of 1 increment, although in one grade within the upper pay-quartile Black, Asian and Minority Ethnic new starters were paid slightly more than White new starters. Differences in starting salaries were previously measured in 2019 for the Business in the Community (BITC) equality audit. A like for like comparison is not possible because the previous pay structure was in place at that time. Data does however

suggest there has been an improvement. We will repeat this analysis for our March 2023 pay gap report and consider if further action is required.

6. Disability Pay Gap Figures For March 2022

The disability pay gap calculation is based on the number of individual employees who received their full pay on the reference date of 31 March 2022, not the full-time equivalent. This means that each part-time employee counts as one employee. The number of employees included for the RBKC disability pay gap report is 2,456, of which 215 have recorded a disability on the HR system.

The six disability pay gap metrics for RBK&C as at 31 March 2021

1	The mean disability pay gap is -0.6%	2	The median disability pay gap is 0%
3	The mean disability bonus gap is -0.4%	4	The median ethnicity bonus gap is 0%
5	The percentage of disabled employees receiving a bonus is 85.9%	6	The percentage of non-disabled employees receiving a bonus is 75.4%

Disability pay quartiles percentages 31 March 2022

Band	Not declared a disability	Have declared a disability	Description
A	93.0%	7.0%	Includes all employees with a standard hourly rate that places them at or below the lower quartile
B	90.4%	9.6%	Includes all employees with a standard hourly rate that places them above the lower quartile but at or below the median
C	91.0%	9.0%	Includes all employees with a standard hourly rate that places them above the median but at or below the upper quartile
D	90.6%	9.4%	Includes all employees with a standard hourly rate that places them above the upper quartile

Note: 8.8% of employees included in the March 2022 disability pay gap have recorded a disability on the HR system.

Both measures of the hourly disability pay gap have improved in March 2022 compared to March 2021. The difference in the mean average hourly rate decreased from -0.6% to -4.5% (disabled employees paid more) and the median difference decreased from 0% to -3.6% (disabled employees paid more).

The representation of disabled employees in the upper pay quartile (Band D) increased from 8.9% to 9.4% whilst decreasing in the upper mid pay quartile (Band C) from 9.8% to 9.0%.

Prior to the removal of Performance Related Pay and unconsolidated bonuses with the new pay structure in April 2021, a greater proportion of disabled employees received a bonus. Whilst this is still the case, the difference has narrowed. As at March 2022, 9.3% of employees who had not declared a disability receiving a bonus compared to 11.6% of employees who had declared a disability. Due to the figures for 2021 being skewed by one-off payments related to COVID-19, the figures for March 2020, show 35% of employees who has not declared a disability received a bonus to 39% that had.

7. Summary of Actions taken during 2022/23 and Plans for 2023/24

Maintaining momentum in reducing both our gender and ethnicity pay gaps is a strategic priority for the Council.

We recognise that pay gaps are largely a consequence of relative demographic distributions at different levels (pay grades) within an organisation and reflect wider and long-standing societal issues of inequality and limited access to opportunities for some groups - in particular, women and those from minority ethnic backgrounds or heritage.

Increasing diversity at senior levels to address this, and to better reflect the communities we serve amongst our strategic decision makers, is a core part of our wider Equality, Diversity and Inclusion Strategy which is available [here](#). A wide range of activities that contribute to improving our reported pay gaps are delivered through this Strategy, including an objective to build an inclusive workforce and cohesive borough.

To help attract, recruit and retain the best people for the job, the Council has made a commitment to develop an open, collaborative and inclusive working environment where the principles of fairness and wellbeing are promoted, and everyone is encouraged to reach their full potential.

The an update on the commitments made in our pay gap report published in March 2022 and key actions planned for 2023/24 is set out below.

7.1 Recruitment

Commitment for 2022/23	Update	Actions for 2023/24
We will review and act on the (one year on) Inclusive Recruitment Report findings to make improvements / enhance the current policy and its implementation.	Further Inclusive Panel Members trained. 38 IPMs in the pool. Between Feb 2022 and Jan 2023, 67% of appointments at grade F and above (highest paid half of workforce) were female compared to 53% in the previous 12 months. Black, Asian and Minority Ethnic representation remained 42%.	Continue to maintain and expand our pool of IPMs (ongoing training and recognition). Consider advertising grade F and above roles on an internal only basis in the first instance as part of positive action scheme (see below).
We will seek to improve the quality of recruitment data we have can access, to monitor different stages of the recruitment process and where disproportionate attrition might occur for different groups.	Current system is not able to produce reports to enabled level of analysis required. RBKC has undertaken a review of the HR system, including recruitment functionality, and will procure a replacement to go live in late 2024.	Ensure new system procurement include reporting specification to analyse diversity profile of applicants at each stage and organisational demographics e.g. grade and directorate.
We will develop a resource pack for all employees that raises awareness and clarifies where and how to access information to support career development via internal recruitment and development processes.	Development of We Are Learning Hub completed. Promotion in staff canteen and at staff events. Additional highlighting of career development resources as part of appraisal training and promotion.	

7.2 Progression

Commitment for 2022/23	Update	Actions for 2023/24
Design a tailored mentoring and development programme as a positive action initiative that will target minority ethnic colleagues who are working at levels where data shows there is under representation.	Draft Positive Action Programme developed. Seeking external accreditation options before programme is signed off and launched.	Launch Positive Action Programme. Promote as part of our new People Strategy.

Set up a Reciprocal Mentoring Scheme. This pairs directors with more junior diverse colleagues. The primary aims are to facilitate inclusive learning and understanding of differing lived experiences amongst senior leaders, and to support the acquisition of social and organisational capital (such as the development of key work relationships, corporate navigation skills and networking opportunities) for more junior employees, to aid their career development longer term.	<p>First cohort is now drawing to a close.</p> <p>Final survey to be issued to mentoring pairs.</p> <p>Ongoing feedback has been captured and will form part of the cohort 1 review</p>	<p>Programme to be expended. Cohort two will recommend broadening membership to include Heads of Service and staff in lower grades.</p> <p>Promote the outcomes and experiences drawn from cohort 1.</p>
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7.3 Ongoing assessment

Commitment for 2022/23	Update	Actions for 2023/24
Improving communication (reach/consistency) of ED&I related policies and activities	<p>Executive Director blogs introduced</p> <p>Further development of the EDI Hub and staff networks.</p> <p>Our programme of Lunch and Learns has been expanded upon.</p> <p>Policies promotion has been imbedded into our EDI staff training and awareness sessions.</p> <p>Utilised our Champion network to help promotion.</p>	<p>HR Hub will be refreshed to improve user experience, simplify policy language and processes where possible.</p> <p>New policy development planned e.g. Customer Incidents.</p> <p>Our new People Strategy (including EDI as one of four pillars) will include a comprehensive engagement plan, not just included development and launch phases but ongoing promotion post launch.</p>
Monitoring the impact of our proposed progression initiatives, to maximise benefits	<p>Development of an internal secondments policy.</p> <p>Positive Action Programme developed. Seeking external accreditation options</p>	<p>Launch Positive Action Programme.</p> <p>Promote as part of our new People Strategy.</p>

	before programme is signed off and launched.	
Developing a fully inclusive workplace for Disabled colleagues, to support retention	Draft Disability Action Plan developed. Disability Inclusion training introduced for all managers.	Submit application for Disability Confident Level 3.
Increasing senior level role modelling of ED&I, to support an inclusive environment where all employees feel safe to speak up	ED Sponsors now blog regularly and engage regularly with EDI staff network groups. All staff events now include greater representation drawn from across the Council Psychological Safety working group set up to join up all work in this area and identify opportunities for development.	Reciprocal Mentoring Programme to be expended. Cohort two to broaden membership to include Heads of Service and more junior staff. Psychological Safety working group to make recommendations to EMT.

7.4 Learning and development

Commitment for 2022/23	Update	Actions for 2023/24
We will commission and run two new ED&I related training offerings: Bystander training (to support greater inclusion at work) and Disability Equality training to help ensure Disabled colleagues feel included and are fully supported to work effectively, develop, progress and thrive across the Council.	Training delivered. EDI partnerships continued (e.g. BDF, BITC, Stonewall.) Programme of guest speakers commissioned to speak at staff events and workshops on a range of EDI subject areas.	Participant feedback to be reviewed and training offer to continue. New ENEI partnership – resources to be made available to all staff. Guest speaker programme to be expanded upon.
We will continue to monitor take up of our mandatory ED&I related courses.	Monthly reports continue to be sent to EMT members.	
We will deliver the proposed Inclusive Leadership training for our senior leaders.		Proposed Leadership Development programme will be included within a new Learning Strategy for

		the organisation. This will include a focus on EDI and inclusive leadership.
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7.5 Employee engagement/ insights

Commitment for 2022/23	Update	Actions for 2023/24
We will work with our employee network groups and recognised Trades Unions to explore key findings from our Employee Engagement and the <i>Race at Work Survey</i> . We will use those to shape work on progression and to continue to build inclusion.	Continue to meet regularly with our EDI Network Chairs and TUs. Race at Work survey actions and LGA Peer Review have been taken forward and included within the other sections of this report.	Our new People Strategy (including EDI as one of four pillars) will include a comprehensive engagement plan, not just including development and launch phases but ongoing promotion post launch. This will include engagement with our networks, partners and wider staff.

7.5 Pay and Reward

Commitment for 2022/23	Update	Actions for 2023/24
We will implement updated pay guidance to help ensure consistency of pay related decisions and inform staff of their entitlements.	Consultation completed, guidance has been published and briefings provided for HR&OD colleagues to support implementation. Payroll changes are monitored on a monthly basis to ensure managers have not given unauthorised increases.	Continue to monitor compliance and periodic reviews with Internal Audit to identify emerging risks.
We will introduce guidance for managers on writing job descriptions and person specifications to reinforce the need for inclusivity with regards to language and selection criteria that must be met to be appointed.	Consultation completed, guidance has been published and briefings provided for HR&OD colleagues to support implementation.	Launch e-learning module to assist managers to write concise and inclusive job descriptions and person specs.
We will carry out an audit of all shift allowances,	Audit is underway, majority of allowances are	Completion of audit and implement any further

weekend working enhancements and other payments received by employees who work outside of normal office hours to ensure the amounts received accurately reflect their pattern of work.	<p>paid to employees in services that are being restructured in the first half of 2023 and will be reviewed through that process.</p> <p>Calculators developed to enable correct calculation of entitlement for contracts and payroll setup.</p>	actions identified to maintain accuracy of payments.
We will identify and review one-off honoraria payments to employees for being on call at nights, weekends and public holidays to ensure equity of payments being claimed.	<p>All honoraria payments are reviewed monthly and sent to Executive Directors, this includes checks on value of payments and their duration. Full year spend on honoraria was £574k in 2022/23 – 5% lower than 2021/22.</p> <p>Final proposals for payments to employees on call outside of normal working hours to be submitted to EMT April/May 2023.</p>	<p>Continue to monitor honoraria on a monthly basis.</p> <p>Consult trade unions on proposed changes to on call payments and engage with staff in receipt of them.</p>

Appendix 1: Description of Data Calculations for Publication

The Gender Pay Gap Regulations specify the measures that need to be published. They are:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

Certain payments made by the Council are treated by the Gender Pay Gap Regulations as bonuses. This includes one-off payments made under the performance related pay scheme, long-service awards and one-off honoraria payments.

The Council will publish the same information for the ethnicity pay gap. The definitions for the above measures are set out below:

Mean Gender Pay Gap - The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. To calculate the mean (which is an average of all the numbers in a dataset), all the numbers are added up and then divided by the result of how many numbers there are in total.

Median Gender Pay Gap - The difference between the median hourly rate of pay of male full-pay relevant employees and that for female full-pay relevant employees. To calculate the median, the numerical value is identified which splits the top 50% and the bottom 50%. To find the median, all the hourly rates for all employees will be listed in numerical order; if there are an odd number of values, the median is the number in the middle. If there is an even number, the median is the mean of the two central numbers.

Mean Bonus Gender Pay Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median Bonus Gender Pay Gap

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus Proportions

The proportions of male and female relevant employees who were paid bonus pay in the relevant period.

Quartile Pay Bands – Four Groups

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands. A quartile is one of the three points that divide the population of data into 4 equal parts. In the context of gender

pay gap reporting, the four quartile pay bands are created by dividing the total number of full-pay relevant employee into four equal parts.

The same methods will be used to calculate the difference between the pay of Black, Asian and Minority Ethnic employees and White employees.

Appendix 2: Gender Pay Gap Figures March 2018 to 2022

The tables in this appendix show the annual statutory gender pay measures for the Council from 2017 to 2022. They also include the mean and median averages for hourly rates of pay and value of bonuses paid to men and women.

	The percentage difference in mean pay between males and females			The percentage difference in median pay between males and females				
Year	Mean Male	Mean Female	% Difference	Median Male	Median Female	% Difference		
2022	£23.85	£22.90	4.0%	£22.01	£20.73	5.8%		
2021	£23.64	£21.84	7.6%	£21.61	£19.90	7.9%		
2020	£23.20	£21.60	6.9%	£21.26	£19.69	7.4%		
2019	£23.00	£21.48	6.6%	£21.17	£19.73	6.8%		
2018	£22.70	£20.91	7.9%	£20.97	£19.37	7.6%		
	The percentage difference in mean bonus pay between males and females			The percentage difference in median bonus pay between males and females			The proportion of males and females receiving a bonus	
Year	Bonus Mean Male	Bonus Mean Female	% Difference	Bonus Median Male	Bonus Median Female	% Difference	Bonus Received Male	Bonus Received Female
2022	£3,323	£1,864	43.9%	£1,758	£1,093	37.8%	8.8%	8.1%
2021	£2,096	£1,605	23.4%	£1,125	£500	55.6%	77.3%	75.6%
2020	£3,006	£2,487	17.3%	£2,225	£2,147	3.5%	42.2%	31.1%
2019	£2,585	£2,177	15.8%	£2,163	£2,070	4.3%	38.0%	29.8%
2018	£2,839	£2,293	19.2%	£2,250	£2,065	8.2%	37.6%	27.2%
	Note: bonus figures for 2021 impacted by one off honoraria payment to Green Book grades in recognition of COVID which falls within definition of bonus. Final payments under previous PRP scheme included in 2021.							
	The proportion of males and female employees in quartile bands							
Year	Upper Quartile Male	Upper Quartile Female	Upper Middle Quartile Men	Upper Middle Quartile Female	Lower Middle Quartile Men	Lower Middle Quartile Female	Lower Quartile Male	Lower Quartile Female
2022	45.9	54.1	43.9	56.1	34.8	65.2	43.3	56.7
2021	47.2	52.8	41.8	58.2	35.9	64.1	36.6	63.4
2020	46.3	53.7	41.9	58.1	34.1	65.9	37.0	63.0
2019	45.6	54.4	41.1	58.9	38.8	61.2	34.9	65.1
2018	47.4	52.6	39.9	60.1	36.7	63.3	33.8	66.2

Appendix 3: Ethnicity Pay Gap Figures March 2018 to 2022

The tables in this appendix show the annual ethnicity pay measures for the Council from 2018 to 2022. They also include the mean and median averages for hourly rates of pay and value of bonuses paid to white and Black, Asian and Minority Ethnic employees.

	The percentage difference in mean pay between White and Black, Asian and Minority Ethnic employees			The percentage difference in median pay between White and Black, Asian and Minority Ethnic employees		
Year	Mean White	Mean Black, Asian and Minority Ethnic	% Difference	Median White	Median Black, Asian and Minority Ethnic	% Difference
2022	£25.49	£22.20	12.9%	£24.03	£20.31	15.5%
2021	£24.04	£21.00	12.6%	£22.57	£19.14	15.2%
2020	£23.69	£20.42	13.8%	£22.07	£19.35	12.3%
2019	£22.92	£20.21	11.8%	£21.64	£18.98	12.3%
2018	£22.34	£19.53	12.6%	£21.62	£18.60	14.0%

Ethnicity data provided by 81% of all employees in March 2022

Previous years: March 2021 - 83%; March 2020 - 82%; March 2019 - 65%; March 2018 - 68%.

	The percentage difference in mean bonus pay between White and Black, Asian and Minority Ethnic employees			The percentage difference in median bonus pay between White and Black, Asian and Minority Ethnic employees			The proportion of White and Black, Asian and Minority Ethnic employees receiving a bonus	
Year	Bonus Mean White	Bonus Mean Black, Asian and Minority Ethnic	% Difference	Bonus Median White	Bonus Median Black, Asian and Minority Ethnic	% Difference	Bonus Received White	Bonus Received Black, Asian and Minority Ethnic
2022	£2,423	£2,087	13.9%	£1,500	£1,176	21.6%	10.7%	8.2%
2021	£2,108	£1,554	26.3%	£1,404	£500	64.4%	79.1%	76.7%
2020	£2,885	£2,463	14.6%	£2,280	£2,103	7.8%	43.6%	28.6%
2019	£2,487	£2,130	14.4%	£2,180	£2,070	5.0%	46.6%	30.3%
2018	£2,509	£2,155	14.1%	£2,191	£2,045	6.7%	44.2%	25.5%

Note: bonus figures for 2021 impacted by one off honoraria payment to Green Book grades in recognition of COVID which falls within definition of bonus. Final payments under previous PRP scheme included in

	The proportion of White and Black, Asian and Minority Ethnic employees in quartile bands							
Year	Upper Quartile White	Upper Quartile Black, Asian and Minority Ethnic	Upper Middle Quartile White	Upper Middle Quartile Black, Asian and Minority	Lower Middle Quartile White	Lower Middle Quartile Black, Asian and Minority	Lower Quartile White	Lower Quartile Black, Asian and Minority Ethnic
2022	69.9	30.1	62.3	37.7	48.1	51.9	45.9	54.1
2021	74.4	25.6	61.6	38.4	51.6	48.4	48.2	51.8
2020	76.1	23.9	64.5	35.5	54.4	45.6	46.9	53.1
2019	76.3	23.7	67.9	32.1	57.2	42.8	52.0	48.0
2018	77.5	22.5	69.9	30.1	58.6	41.4	49.1	50.9

Appendix 4: Disability Pay Gap Figures March 2020 to 2022

The tables in this appendix show the annual disability pay measures for the Council from 2020 to 2022. They also include the mean and median averages for hourly rates of pay and value of bonuses paid to employees who have not declared a disability and those who have informed the Council they are disabled.

The percentage difference in mean pay between employees who have and have not declared a disability				The percentage difference in median pay between employees who have and have not declared a disability		
Year	Have not declared a disability	Have declared a disability	% Difference	Have not declared a disability	Have declared a disability	% Difference
2022	£23.21	£24.26	-4.5%	£21.10	£21.85	-3.6%
2021	£22.52	£22.66	-0.6%	£20.55	£20.55	0.0%
2020	£22.05	£22.07	-0.1%	£20.37	£20.20	0.8%

The percentage difference in mean bonus pay between employees who have and have not declared a disability				The percentage difference in median bonus pay between employees who have and have not declared a disability			The proportion of employees who have and have not declared a disability receiving a bonus	
Year	Mean Bonus: Have not declared a disability	Mean Bonus: Have declared a disability	% Difference	Median Bonus: Have not declared a disability	Median Bonus: Have declared a disability	% Difference	Have not declared a disability	Have declared a disability
2022	£2,563	£2,202	14.1%	£1,372	£1,135	17.3%	9.3%	11.6%
2021	£1,799	£1,807	-0.4%	£500	£500	0.0%	75.4%	85.9%
2020	£2,723	£2,748	-0.9%	£2,200	£1,985	9.8%	35.0%	39.1%

Note: bonus figures for 2021 impacted by one off honoraria payment to Green Book grades in recognition of COVID which falls within definition of bonus. Final payments under previous PRP scheme included in 2021.

The proportion of employees who have declared and not declared a disability in quartile bands								
Year	Upper Quartile: Have not declared a disability	Upper Quartile: Have declared a disability	Upper Middle Quartile: Have not declared a disability	Upper Middle Quartile: Have declared a disability	Lower Middle Quartile: Have not declared a disability	Lower Middle Quartile: Have declared a disability	Lower Quartile: Have not declared a disability	Lower Quartile: Have declared a disability
2022	90.6	9.4	91.0	9.0	90.4	9.6	93.0	7.0
2021	91.1	8.9	90.2	9.8	89.0	11.0	91.8	8.2
2020	91.8	8.2	90.4	9.6	91.0	9.0	89.9	10.1