

Brent Gender Pay Gap Reporting

March 2018

Introduction

Gender Pay Gap Reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The gender pay gap shows the **difference between the average (mean and median) earnings of men and women**. This is expressed as a percentage of men's earnings.

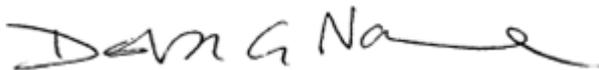
We also need to report on the **proportion of males and females in each quartile pay band**. This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

Data notes

This report looks at gender pay differences for all Brent Council employees on the GLPC and Hay job schemes (and the small number of employees on other schemes) which includes 2,080 employees.

This report is based on data taken from the HR databases on 31 March 2017.

I can confirm that data reported by the London Borough of Brent is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and using the standard reports provided by our HR Management Information system software.



Director of Legal and HR Services

Brent's Pay Policy and Procure

[Brent's Pay Policy and Procure](#) is designed to ensure that all employees are treated fairly and consistently on all pay related matters. Brent is committed to paying the London Living Wage to all permanent employees.

Every post is subject to job evaluation when it is created or there is a significant change in the post responsibilities. This involves assessing the post against common criteria to establish its relative value and ensure a consistent and equitable pay structure across the council.

Employees receive an annual pay increment for each year of service until they reach the top of the pay scale for their grade. This means that there will be pay differences within pay grades that can be accounted for by length of service.

Principles of equal pay

Under the Equality Act 2010, women and men are entitled to equal pay for doing equal work. Men and women are considered to be doing equal work when their jobs:

- are the same or broadly similar
- have been rated as equivalent under a job evaluation scheme
- require equal levels of skill, experience, accountability or effort.

Pay refers to all aspects of a contractual pay and benefits package and is not restricted to basic pay.

Brent Council's commitment to equal pay practices

The council is committed to equality and fairness for all our employees, including in relation to equal pay practices. Brent Council is also required to collect and analyse information to establish if there is a gender pay gap and to consider remedial actions to address any significant pay gaps between men and women.

An annual equal pay audit is the most effective way to establish whether Brent Council is upholding its commitment to equality and its legal obligations by providing equal pay in practice.

Please contact the Equality Team on equality@brent.gov.uk if you have any questions or require further information.

Methodology



Mean and Median Gender Pay Gap

The Gender Pay Gap is the difference between women's pay and men's pay as a percentage of men's pay. A positive % means men have higher pay. These calculations make use of two types of averages:

The **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list. This places the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer.

The **median** is the numerical value which splits the top 50% of the population from the bottom 50%. It shows the midpoint in all employees' hourly rates of pay so half of employees will earn a rate above the midpoint and half will earn a rate below the midpoint. This gives a better indication of the 'typical' situation in the middle of an organisation, not distorted by very large or small pay rates.

$$\text{Mean gender pay gap} = \frac{\text{Mean pay men} - \text{Mean pay women}}{\text{Mean pay men}} \times 100$$

$$\text{Median gender pay gap} = \frac{\text{Median pay men} - \text{Median pay women}}{\text{Median pay men}} \times 100$$

Methodology

Quartiles

This shows the proportions of male and female employees in four quartile pay bands. Each employee's salary was ordered from lowest to highest, then divided into four equal groups, and the proportion of men and women at each pay band is reported.

Quartiles are useful to distribution of workers, which can help give more context to the mean and median pay gap figures by showing the proportion of men and women at different pay levels. If more low-paid workers are women and more high-paid workers are men, this may be the reason for the bigger gender pay gap.

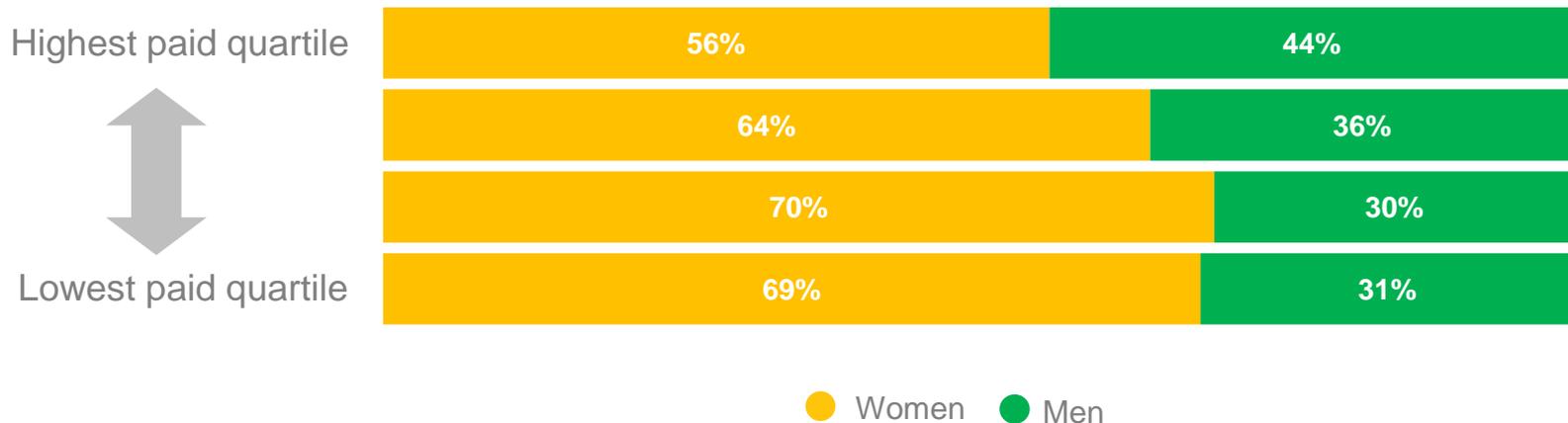


Results

Mean gender pay gap = **6.5%**

Median gender pay gap = **6.8%**

Brent's gender pay gap analysis indicates that mean pay for men is 6.5% higher than that of women and the median pay for men is 6.8% higher than that of women



The distribution of male and female employees across the quartiles indicates that the lower paid quarters of the workforce are comprised of a higher proportion of women, which is likely to be the major factor in the mean and median pay gap.

Recommendations

- Undertake monitoring of internal promotions and progressions by gender
- Undertake monitoring of new joiners' start salary for grades PO5 and above by gender
- Better utilise the existing / new staff development and talent management opportunities (e.g. through Aspire, appraisals and apprenticeships) to make structural changes and reduce the gender pay gap at PO5 and above
- Continue monitoring the impact of restructures on staff with protected characteristics such as gender
- Review recruitment process to identify ways to attract more women to higher graded roles
- Review our flexible work policies and how managers are supported in job design