

Brent Gender, Ethnicity and Disability Pay Gap Report March 2024

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.

Employers also have 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 equivalent employees in four quartile pay bands, which is done by dividing the salary of the workforce into four equal parts.

Ethnicity Pay Gap

In the interests of transparency and to ensure that we identify and address any barriers to entry and progression within the council, we are continuing to publish ethnicity pay data. The issue of equality continues to be a priority within the Council and the ethnicity pay gap will provide a focus and backdrop for all the actions which the Council is already taking to reduce the pay gap, and those to come.

Black, Asian and Minority Ethnic (BAME) employees comprise 69% of the workforce. The ethnicity pay gap shows the **difference between the average (mean and median) earnings of the Council's employees in each ethnicity group (Black, Asian and Mixed/ Other and 'unknown' ethnicity), and White employees (White British and White other)**. Similar to gender pay reporting, this report shows the proportions of full-pay relevant employees in each ethnic group and for those whose ethnicity is unknown, in four quartile pay bands.

Disability Pay Gap

Again this year, although there is also no current legal requirement to do so, we are publishing the disability pay gap. This is with the intention of furthering our commitment to the agenda for disability equality and bringing all planned and future initiatives into the forefront.

Under the Equality Act 2010 a person is classed as being disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.

Employees who are disabled comprise 8% of the workforce. The disability pay gap shows the **difference between the average (mean and median) earnings of the Council's disabled employees and non-disabled employees**. As with gender and ethnicity reporting, the proportion of disabled and non-disabled full-pay relevant employees in each quartile pay band will also be shown.

Data Notes

This report looks at gender, ethnicity and disability pay differences for all Brent Council employees (2,507) on the GLPC and HAY job schemes (and the small number of employees on other schemes).

This report is based on data taken from the HR database on 31 March 2023. The percentages of information on each characteristic are based on the number of employees who have provided information and therefore where people have chosen not to provide this information or where information is missing for them, they have been excluded from the calculation. This report should be read in conjunction with the annual Workforce Equalities Report in order to obtain a broader picture of workforce statistics and gain a more clear picture of why any pay differences may exist.

I can confirm that the 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.

A handwritten signature in black ink, appearing to read "David G. Name". The signature is written in a cursive style with a long horizontal stroke at the end.

Corporate Director, Governance

Brent's Pay Policy

Brent's Pay Policy is designed to ensure that all employees are treated fairly and consistently on all pay related matters. Brent is committed to paying a minimum of the London Living Wage to all our directly employed staff, excluding some of our apprentices who are in training.

Every post in Brent 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.

In addition to this, Brent has a commitment to comply with the Equality Act 2010, under which men and women are entitled to equal pay for doing equal work, where pay refers to all aspects of a contractual pay and benefits package and is not restricted to basic pay.

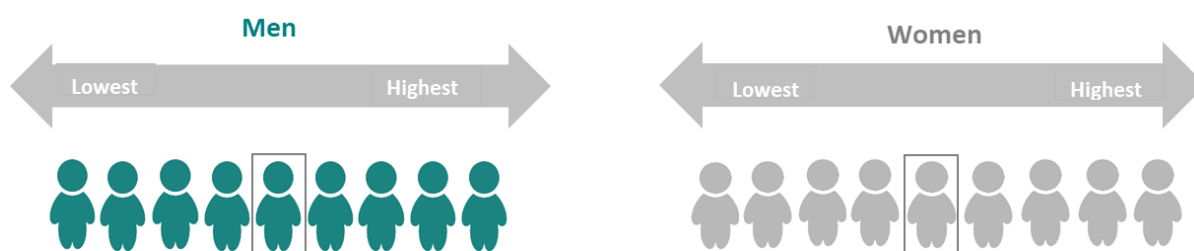
Employees receive an annual pay increment for each year of service until they reach the top of the pay scale for their grade. This means that there will be pay differences within pay grades that can be accounted for by length of service. The Council does not operate a bonus scheme.

Brent'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. An annual gender/ethnicity/disability pay analysis goes some way to establishing whether Brent Council is upholding its commitment to equality and its legal obligations.

Please contact the Human Resources on staffdevelopment@brent.gov.uk if you have any questions or require further information.

Mean and Median Pay Gap



Methodology

The Pay Gap is the difference between women's pay and men's pay as a percentage of men's pay, (or BAME employees' pay and White employees' pay as a percentage of White employees' pay, or disabled employees' pay and non-disabled employees' pay as a percentage of non-disabled employees' pay etc). A positive % means men, (or for example, White employees or non-disabled employees) have higher pay. These calculations make use of two types of averages:

The mean average is arrived at by adding up all of the hourly rates of pay and dividing the result by the number of people in the list. This places the same value on every hourly rate they use, giving a good overall indication of the pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer.

The median is arrived at by splitting 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.

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

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

Quartiles



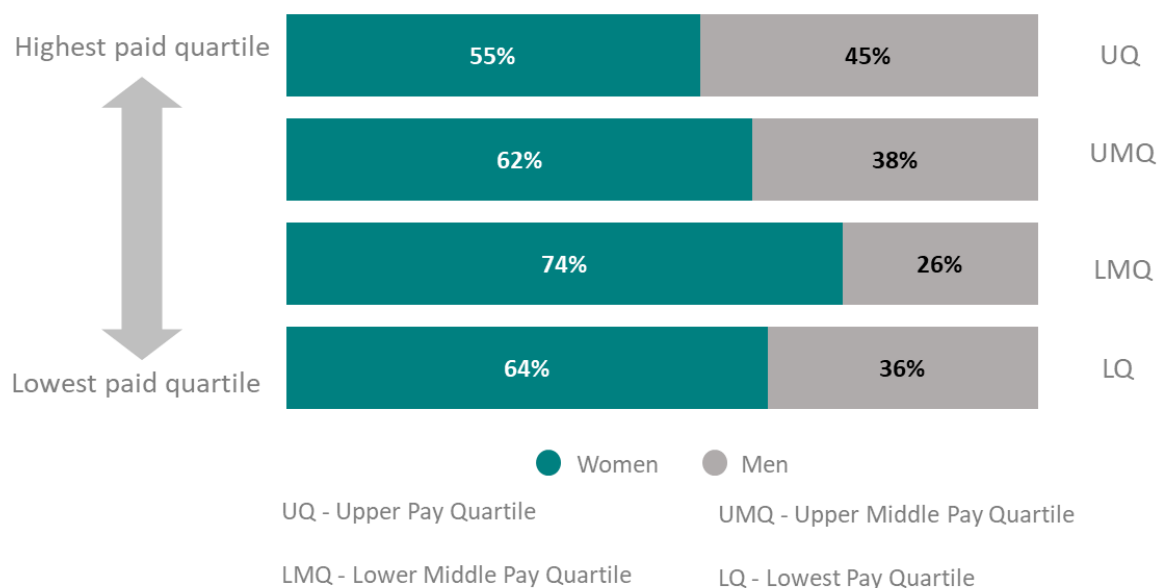
This shows the proportions of male and female (or BAME and White employees, or indeed disabled and non-disabled employees etc) in four quartile pay bands. Each employee's salary is ordered from lowest to highest, then divided into four equal groups, and the proportion of men and women, the proportion of BAME and White, or the proportion of disabled and non-disabled employees at each pay band is reported.

Quartiles are useful to show the distribution of workers, which can help give more context to the mean and median pay gap figures by showing the proportions of employees within the three characteristic groups at different pay levels. For example, if more low-paid workers are women and more high-paid workers are men, this may be the reason for a bigger gender pay gap.

Gender

Mean gender pay gap = 6.0%

Median gender pay gap = 8.8%



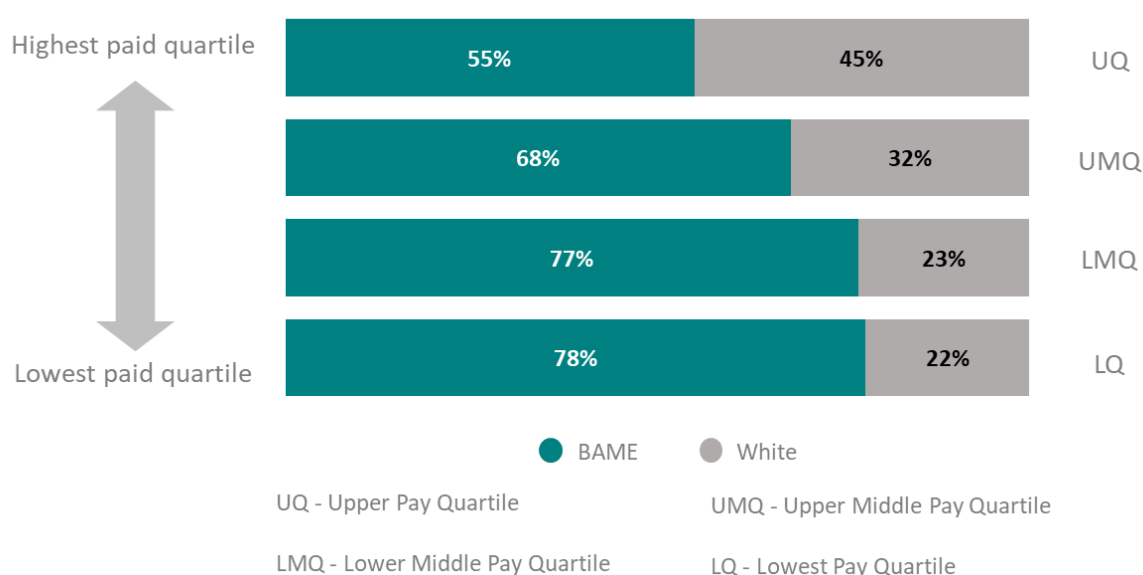
The distribution of male and female employees across the quartiles indicates that the lower paid quartiles of the workforce, particularly the lower middle quartile (LMQ), are comprised of a higher proportion of women, which is likely to be a major factor in the mean and median pay gap.

Overall, the proportion of males and females in the workforce, is tipped in favour of women. Since last year when the mean and median gender pay gap was 6.2% and 6.8% respectively, the mean gender pay gap has decreased slightly to 6.0% and the median gender pay gap has increased to 8.8%. This may be due to the proportion of women in the upper middle quartile (UMQ) decreasing slightly since last year, from 63% to 62%, together with the proportion of women in the lowest quartile (LQ) increasing slightly from 63% last year, to 64%.

Ethnicity - Black Asian and Minority Ethnic (BAME) groups

Mean ethnicity pay gap = 12.9%

Median ethnicity pay gap = 13.9%



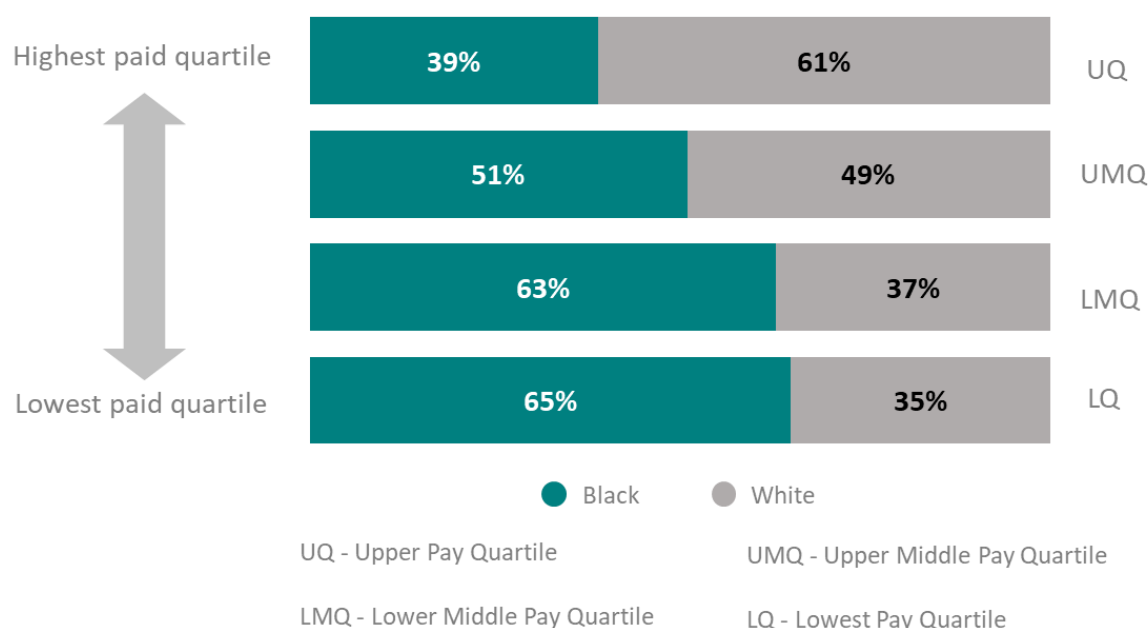
The distribution of BAME and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of BAME employees, which is likely to be a major factor in the mean and median pay gap.

This year, the mean pay gap has decreased from 13.5% to 12.9%. This could largely be explained by the increase in BAME employees in the upper, upper middle and lower pay quartiles. There has also been a decrease in the median pay gap since last year from 14.7% to 13.9%. This may be due to the increase in the proportion of BAME employees in the upper pay quartiles where the headcount most increased, when compared to the lower quartiles.

Ethnicity - Black groups

Mean ethnicity pay gap = 13.1%

Median ethnicity pay gap = 13.9%



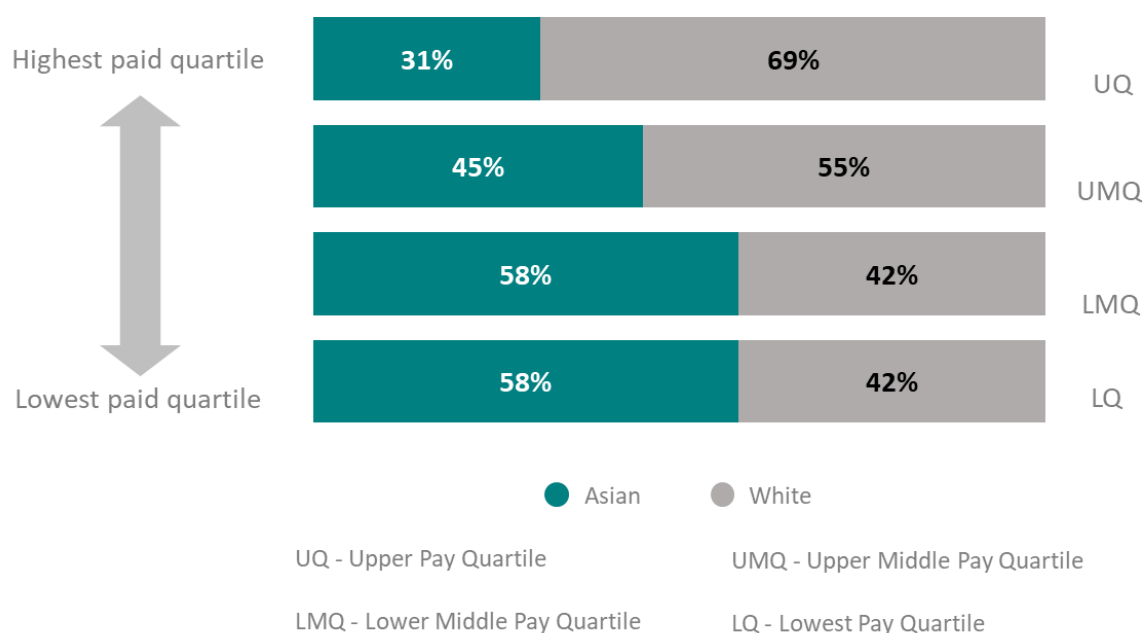
The distribution of Black and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of Black employees, which, is likely to be a major factor in the mean and median pay gap.

There is a higher proportion of Black groups in all pay quartiles relative to their proportion within the Council overall (35%). When compared to the percentage of Black groups at HAY grades (20%), White employees make up a greater proportion (58%), which is likely to be a factor in the mean ethnicity pay gap. The larger proportion of Black employees in the lower middle and lower quartile is likely to be a major factor in the median ethnicity pay gap.

Ethnicity – Asian groups

Mean ethnicity pay gap = 13.1%

Median ethnicity pay gap = 13.9%



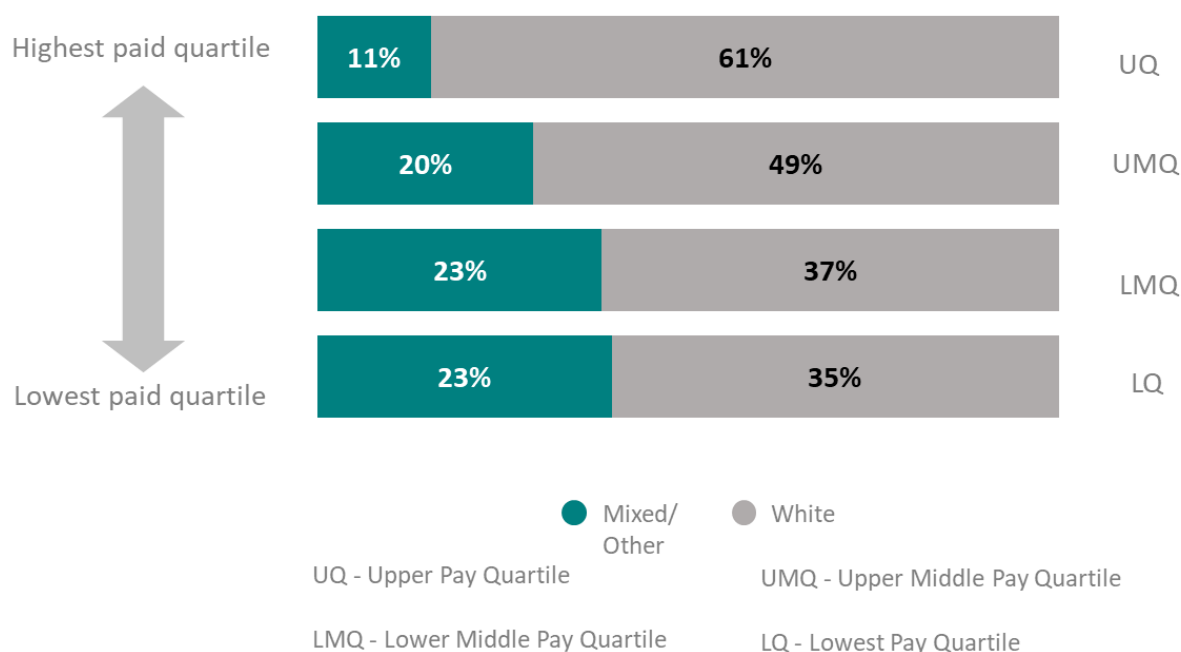
The distribution of Asian and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of Asian employees, which, is likely to be a major factor in the mean and median pay gap.

There is a higher proportion of Asian groups in all pay quartiles relative to their proportion within the Council overall (27%). When compared to the percentage of Asian groups at HAY grades (15%), White employees make up a greater proportion (58%), which is likely to be a factor in the mean ethnicity pay gap. The larger proportion of Asian employees in the lower middle and lower quartile is likely to be a major factor in the median ethnicity pay gap.

Ethnicity – Mixed/ Other groups

Mean ethnicity pay gap = 10.7%

Median ethnicity pay gap = 9.7%



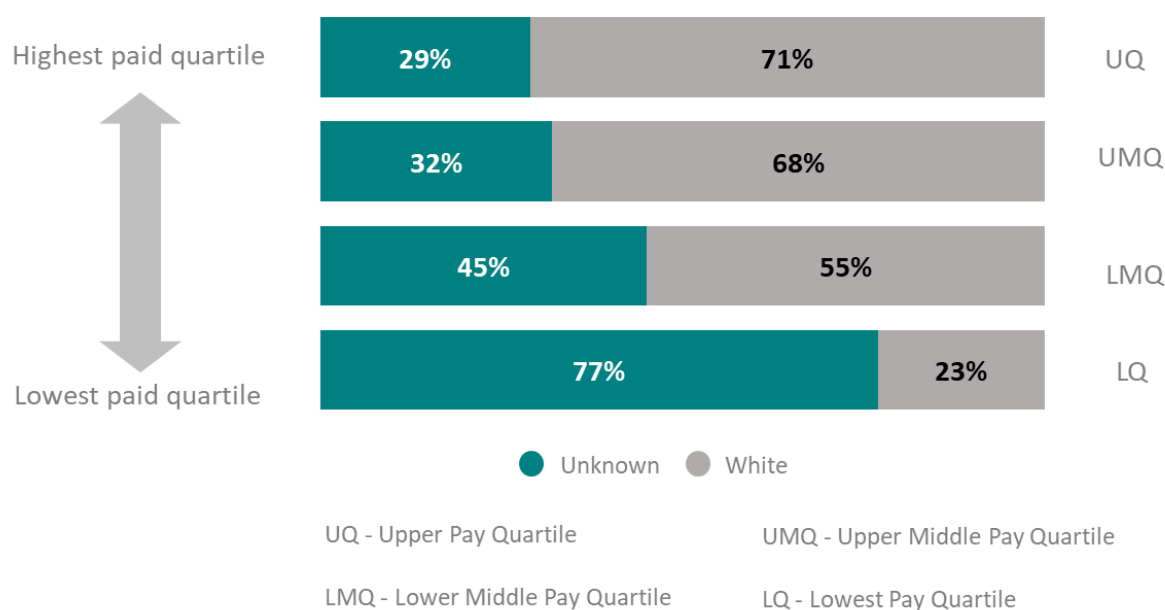
The distribution of Mixed/ Other groups and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of Mixed/ Other group employees, which is likely to be a major factor in the mean and median pay gap.

There is a higher proportion of Mixed/ Other groups in all pay quartiles relative to their proportion within the Council overall (7%). The similar proportion of Mixed/ Other employees in the upper middle pay quartile as in the lower quartiles is the likely reason for the lower mean and median pay gap when compared to the other ethnic groups. The proportion of Mixed/ Other group employees at each grade is also similar to their proportion in the Council overall (7%), which is a likely factor in the lower pay gap for Mixed/ Other relative to the other ethnicities.

Ethnicity – Unknown groups

Mean ethnicity pay gap = 21.8%

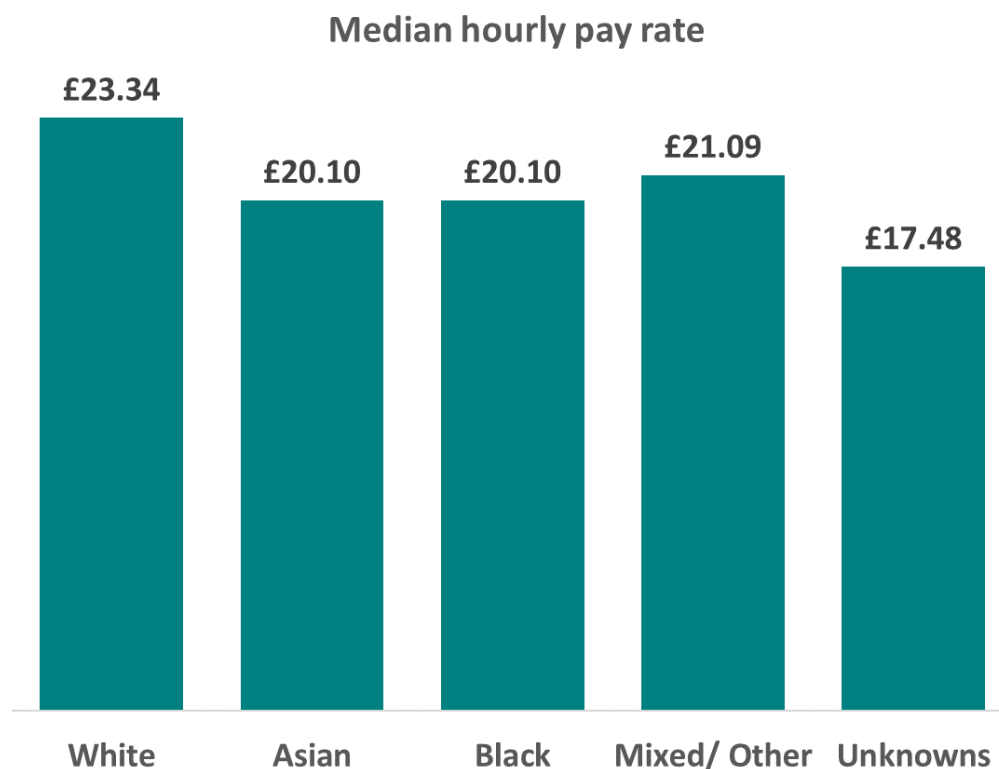
Median ethnicity pay gap = 25.1%



The distribution of unknown groups and White employees across the quartiles indicates that the lower paid quartiles are comprised of a higher proportion of employees who chose not to disclose their ethnicity. This is likely to be a major factor in the mean and median pay gap.

In the Council overall, 21% of employees chose not to disclose their ethnicity, (of these, 19% selected “prefer not to say”, whilst 81% did not make a selection or had this data missing at the time of writing this report.) The highest proportion of employees whose ethnicity is unknown falls within the lowest pay quartile. This is the highest proportion of any ethnicity, which may indicate that any concerns need to be addressed or increased engagement needs to take place in the lower grades of the workforce.

Comparing pay average of ethnic groups



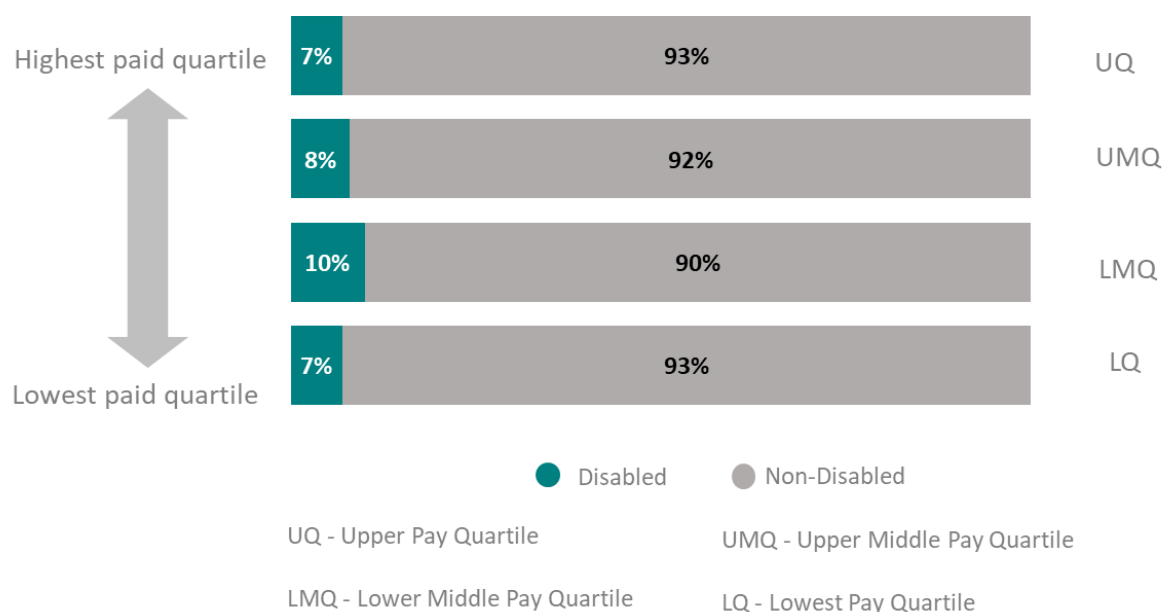
In the Council, of those employees who choose to disclose their ethnicity, White employees comprise 32% of the workforce, Asian employees comprise 27%, Black employees comprise 35% and Mixed/ Other employees comprise 7% of the workforce.

After White employees, Mixed/ Other employees have the highest average hourly pay rate. Asian employees and Black employees have the same average hourly pay rate and hence mean and median pay gaps. This can be explained by the distribution of Black and Asian employees across the pay grades being similar when compared to each other and lower when compared to the pay of White and Mixed/ Other employees.

Disability

Mean disability pay gap = 1.8%

Median disability pay gap = 2.5%



Since last year, when we reported a negative mean pay gap of 1.1%, the mean pay gap has increased slightly to 1.8%. A possible explanation for this could be that although the percentage proportion of disabled employees in each of the pay quartiles is similar, there has been a decrease in the headcount of disabled employees in the upper and upper middle pay quartiles. Furthermore the proportion of disabled employees in the lower quartile reduced from 9% to 7%, and the highest proportion of employees is in the lower middle quartile at 10%.

Unlike the previous two years where there was a 0% median disability pay gap, the median disability pay gap has increased to 2.5%. This could be explained by the overall higher proportion of disabled employees in the lower two quartiles when compared to the upper two quartiles.

In the Council overall, 30% of employees chose not to disclose their disability, (of these, 7% selected “prefer not to say”, whilst 93% did not make a selection or have this data missing at the time of writing this report.)

Review of priority actions from 2022/23 – Gender/ Ethnicity/ Disability

Monitoring internal progression and external appointments

- A review of the internal progressions showed that more women (67%) and individuals from BAME groups (69%) were promoted than men and individuals from white groups respectively, whilst 9% of all those that were promoted were disabled. In addition, the proportion within those groups who were promoted largely reflected their proportion in the overall workforce.

Monitoring of new joiners' starting salaries for grades PO5 and above

- We've continued to review new joiners to the Council at PO5-8. Women new joiners made up 66% of those who were recruited to a salary of PO5 (£49,890 - £52,929) and above (which is within the highest pay quartile) this year. This has increased from 47% last year. BAME employees made up 75% of the employees who were recruited to PO5 and above – up from last year's 73%, and of all the new starters who were recruited to a salary of PO5 and above, 7% were disabled, down from last year's 11%.

Adopting London Council Race Equality Statement and Framework

- Using the learning gained from the Workforce Race Equality Standard and the London Council Race Equality Statement and Framework we have started to develop a bespoke Brent Council Anti-Racism Action Plan, in collaboration with various stakeholders and staff groups, to be in place by April 2024.

Raising awareness in local communities of roles in Council

- We have continued to extend our recruitment of graduates to local pools of candidates. We have expanded the recruitment campaigns to include advertisements in the local radio, at local university websites, through local community contacts and social media. Of those employees currently on our National Graduate Programme, 83% are from BAME groups and of the local cohort of graduates recently recruited, 80% are from BAME groups.
- We have continued to provide inclusive apprenticeships. Of all our current apprenticeships, including apprentices from our workforce and from the community, 56% are female, 74% are from BAME groups and 8% have a disability.

Other actions

- Of all reported applicants who were offered a position at HAY grades (the highest grades), 48% were from BAME groups. Of those who were offered a position at grade PO5-8, 68% were from BAME groups.
- We have continued to provide an inclusive Middle Managers' Development Programme with 5 cohorts of management having completed the programme and a further cohort having started in Autumn 2023. Of the latest cohort, 50% are female, 7% have a disability and 64% are from BAME groups.

Priority Actions for 2024/25 – Gender/ Ethnicity/ Disability

There are many possible factors affecting the pay gaps, for example, how much of the Council's services are outsourced, the local demographics and the ethnicity/ gender makeup of the Council, to name a few. The following actions are high level actions which are in place to understand and address the many possible reasons for the pay gaps. With the further, more detailed actions taking place under these, it is hoped change will take place in the longer term.

- Develop the Council's EDI strategy to include activities that will address the pay gaps. This will incorporate developmental programmes to support BAME and other underrepresented staff with opportunities to progress within the organisation.
- Further analytical work will be undertaken to understand the pay gaps to ensure correct actions are put in place.
- Further benchmarking will be undertaken to compare our performance with other London Councils.
- Communications plan to be developed to encourage staff to share their ethnicity and other personal data (where it is unknown) to ensure improved quality of data and so that more reflective analysis can be undertaken.
- To continue monitoring to include both internal promotions and external appointments, on a quarterly basis.
- Quarterly and ongoing monitoring of new joiners' starting salary for grades PO5 and above.
- Gather and analyse recruitment data by gender and disability, in addition to ethnicity.
- To work towards the re-accreditation of the Disability Confident Level 3 scheme, to support the recruitment and retention of disabled candidates and employees.
- Adapt the London Council Race Equality Statement and Framework to create a bespoke Anti-Racism Action Plan for Brent in promoting equality, diversity and inclusion (EDI) best practice in the workforce by April 2024.

- Review the EDI related learning and development in light of the EDI strategy (April 2024) and stakeholder feedback, to support the Council's inclusion agenda. For example, reviewing the Recruitment and Selection training for managers.