



Gender Pay Gap Report as at 31 March 2018

We are an employer, required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. These calculations are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

We are required to publish the results on our own website and a government website. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. For more information see: <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

BDC Results:

1. The difference in the mean pay of full-pay men and women, expressed as a percentage is 13.1%

This figure is based on:

- A standard mean male hourly rate of £16.46
- A standard mean female hourly rate of £14.29

Summary

According to the Office of National Statistics (ONS), taken from the Annual Survey of Hours and Earnings 2017, the Gender Pay Gap nationally was 18.4%. Specifically for 'Local government administrative occupations' there was a 15.9% Gender Pay Gap.

2. The difference in the median pay of full-pay men and women for BDC is 23.9%

This figure is based on:

- A standard median male hourly rate of £15.48
- A standard median female hourly rate of £11.78

Summary

There are a higher proportion of females in lower grade positions at BDC (contact centre and lower grade ARP positions), which decrease the median hourly rate. However, the proportion of male:female employees in the lower three quartiles is in keeping with our gender split across the organisation. If we had a 70:30 ratio in favour of women in the upper quartile it is likely we wouldn't have a GPG.

3. The difference in the mean bonus pay of men and women for BDC is 79.1%

This figure is based on:

- A mean annual male bonus of £2,512.58
- A mean annual female bonus of £525.00

Summary

In the 12 month period used for data collection only 13 out of 285 BDC employees (4.6%) received a payment(s) defined as a 'bonus'. 4 of these individuals received VPI (Variable Pay Initiative) payments associated with the ARP Enforcement service. All 4 of these individuals were male. We have a new Honorarium Policy proposed which will change how bonus payments are allocated.

4. The difference in the median bonus pay of men and women, for BDC is 66.7 %

This figure is based on:

- A median annual male bonus of £2,512.58
- A median annual female bonus of £525.00

Summary

In the 12 month period used for data collection only 13 out of 285 BDC employees (4.6%) received a payment(s) defined as a 'bonus'. 4 of these individuals received VPI (Variable Pay Initiative) payments associated with the ARP Enforcement service. All 4 of these individuals were male. We have a new Honorarium Policy proposed which will change how bonus payments are allocated.

5. The proportion of men and women at BDC who received bonus pay:

- Proportion of males employed who receive a bonus is 11.1%
- Proportion of females employed who receive a bonus is 2.0%

Summary

The VPI payments, 100% of which were made to male staff, can help account for the difference in this result.

6. The proportion of full-pay men and women in each of four quartile pay bands.

BDC pay quartiles (number of employees in each band)

Band	Males	Females	Description
A	16	55	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	17	54	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	18	53	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	30	42	Includes all employees whose standard rate places them above the upper quartile

How does this compare per quartile?

Band A (lowest paid)	Band B	Band C	Band D (highest paid)
Male: 22.5% Female: 77.5%	Male: 23.9% Female: 76.1%	Male: 25.4% Female: 74.6%	Male: 41.7% Female: 58.3%

Summary

The higher % of females in the lowest two quartiles (Bands A & B) can be explained by the workforce demographic where contact centre posts and lower grade ARP posts are predominantly occupied by females, as well as the fact that females do make up 70.7% of the workforce.

Band C is broadly in line with the male:female workforce ratio, with the top quartile having an even balance occupying the highest paid posts.

Band D is now the only band where the % split is not roughly in keeping with the gender split in our overall workforce and appears to be the quartile we need to work on. Positions in this quartile do not come up often so it may take some time before we see much change.