



Bradford Council Gender Pay Gap Report 2019

Snapshot date 31 March 2019



The gender pay gap is a measure of the difference between the average hourly earnings of men and women. This should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work, or work of equal value.

Bradford Council is committed to equal opportunities and equal treatment for all employees, regardless of gender, ethnic background, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.

Bradford Council Gender Pay Gap

Mean pay is calculated by adding all average hourly pay values together, then dividing by the number of values

Median pay is the "middle" value or "mid point" value in the list of average hourly pay values

Men are paid a mean average of
£13.52 per hour

**Mean Pay
Gap 7.3%**
2018 figure 8.1%

UK average 13.1%
(Source: XpertHR – all employers 2018)

Women are paid a mean average of
£12.54 per hour

Men are paid a median average of
£11.97 per hour

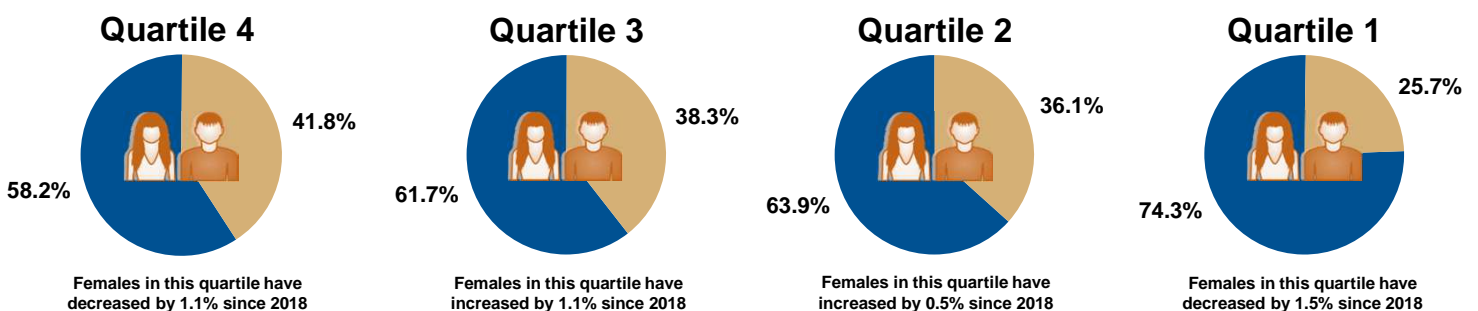
**Median Pay
Gap 10.7%**
2018 Figure 11.1%

UK average 17.3%
(Source: ONS Annual Survey of Hours & Earnings 2019)

Women are paid a median average
of £10.69 per hour

Percentage of female and male in each quartile of the pay structure

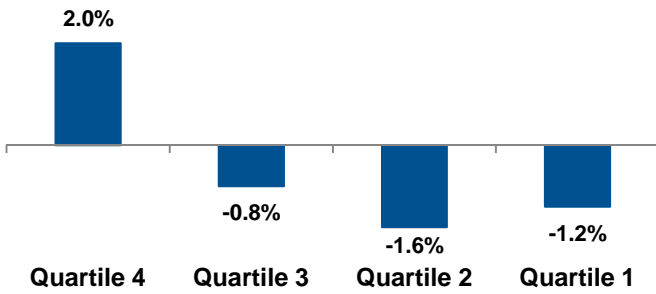
Quartile 4 contains the highest paid employees and Quartile 1 contains the lowest paid



Gender Bonus Gap

Bradford Council does not have performance related pay or a bonus scheme and therefore the Bonus Pay Gap is zero

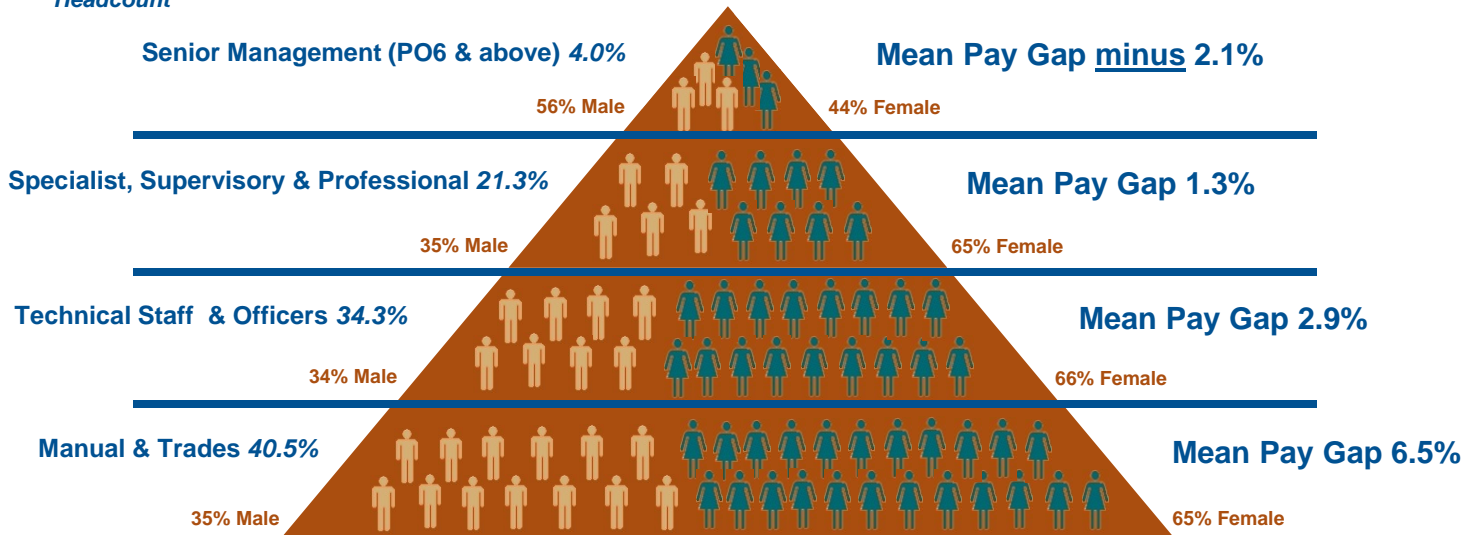
Mean Gender Pay Gap by Quartile



Quartiles	Min Hourly Pay	Max Hourly Pay
Upper Quartile (4)	£15.13	£96.15
Upper Middle Quartile (3)	£10.91	£15.13
Lower Middle Quartile (2)	£8.74	£10.91
Lower Quartile (1)	Apprentice rate	£8.74

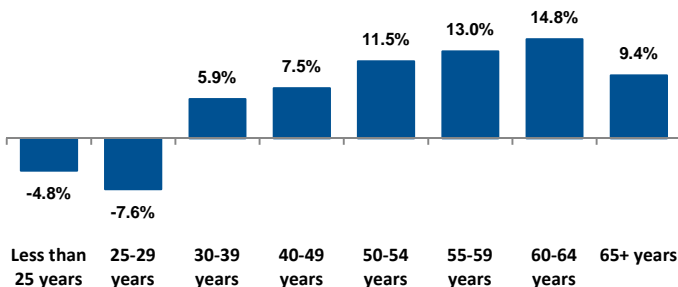
Organisation Breakdown

Percentage of Headcount

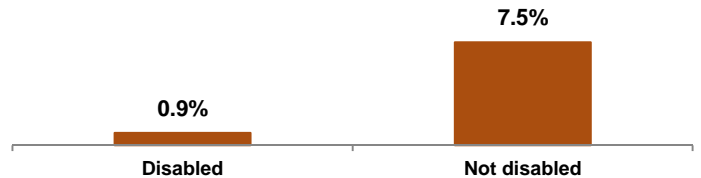


Women currently make up 65% of the total Council workforce, 47% of full timers, 80% of part timers and 64% of casual workers (casuals that were working on the GPG census date)

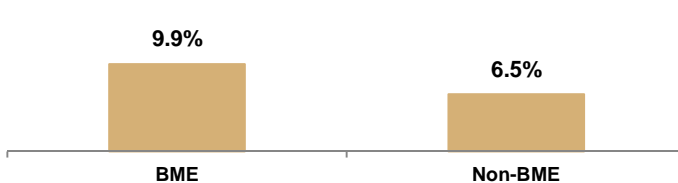
Mean Gender Pay Gap by Age



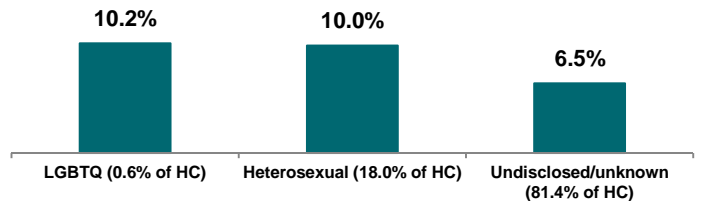
Mean Gender Pay Gap by Disability



Mean Gender Pay Gap by Ethnicity



Mean Gender Pay Gap by Sexual Orientation



Please note that it is not mandatory for employees to divulge their ethnicity, sexual orientation, religion/belief or disability status

Gender Pay Gap Actions

Bradford Council is committed to equality of opportunity and reducing the gender pay gap and continues to take steps to help close the gap. The Council has already implemented many of the actions recommended by the Government Equalities Office and Chartered Institute of Personnel Development. Action taken includes the following policies and initiatives:

- A fair and transparent approach to pay and grading through job evaluation processes and collective bargaining on pay
- Pay gap impact analysis forms part of the annual pay progression cycle to ensure that any decisions on pay awards as a result of that process do not adversely affect a protected characteristic group
- Providing opportunities for flexible working wherever possible
- Ensuring flexible working practices promote equality of opportunity and improve work life balance, as far as is practical for service needs
- Increasing awareness around apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to further progress their career