

**ETHNICITY PAY GAP REPORTING 2022/23**

**DATA AS AT 31.3.22**

**1. Background Information**

- 1.1 The ethnicity pay gap report for Warwick District Council (WDC) sets out the ethnicity pay gap information relating to employees and is calculated in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
- 1.2 Unlike the gender pay gap, there is no legal requirement for companies to publish their ethnicity pay gap. A recent report by the Commission for Race and Ethnic Disparities recommended that the practice remain voluntary due to a lack of diversity in some parts of the country. A coalition of workers' groups have called for ethnicity pay gap reporting to be made mandatory so employers can better address pay disparities. Warwick District Council has decided to voluntarily publish its ethnicity pay gap data because we believe it's an important step towards ensuring our workforce is diverse, inclusive, and fair for everyone.
- 1.3 This report identifies the Council's ethnicity pay gap data using pay data on the snapshot date of 31<sup>st</sup> March 2022, and in relation to 'bonuses' paid between 1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2022.
- 1.4 The WDC ethnicity pay reporting figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Advice received from the Warwickshire County Council Equality, Diversity and Inclusion Practitioner is that for the purposes of the calculation 'Not declared' should be included in the White British category.
- 1.5 The acronym non-white (Black, Asian and minority ethnic) is used throughout this report however, we recognise its limitations as a term that combines and therefore dilutes the experiences of Black, Asian, and other ethnic groups.
- 1.6 The data includes the following types of staff:
  - Employees with a contract of employment (part time, full time, permanent and fixed term)
  - Casuals/Workers
  - Apprentices
- 1.7 The data does not include temporary staff employed through an agency.

**2. Ethnicity Profile**

- 2.1 As at 31.3.22 Warwick District Council employed 506 people.
- 2.2 Between 2018 and 2021 the percentage of employees who identified as non-white has increased by 1.4% to 10.1% (See 2.4).
- 2.3 In this period the non-white profile at the Council, comparing the percentage of White British and Not declared, shows a slightly lower representation of non-white employees (10.1%) compared with the general Warwickshire population (11.8%).
- 1.8 In April 2021 we moved to a combined HR & Payroll system – I-Trent, from our previous payroll system, Resourcelink. Our equality and diversity information could not be automatically transferred due to the updated ethnicity categories on I-trent (in line with Census ethnicity categories).

We have asked and reminded all employees to update their information and the benefits of why we ask, with the additional option of prefer not to say to confirm that they have made a considered choice not to provide information.

As at 31.3.2022 48% of employees had not declared, with 0.6% stating prefer not to say, which after review, gives an inaccurate picture of our establishment. In the preceding year we had sent out reminders via managers, an intranet messages, and a compliance system.

This data is now collected as part of the recruitment process (where provided as part of the application) however is still voluntary to provide.

	<b>2022</b>	<b>%</b>
Not Declared	243	48%
Prefer not to say	3	0.6%
Non-white	29	5.7%
White	231	45.7%
<b>Total</b>	506	

<b>Year</b>	<b>Not declared and White British</b>	<b>%</b>	<b>Non-white</b>	<b>%</b>	<b>Total</b>
2021	516 (63 Not declared)	89.9	58	10.1	574
2020	510 (60 Not declared)	90	57	10.0	567
2019	505 (64 Not declared)	90.6	52	9.4	557
2018	487 (47 Not declared)	91.3	46	8.7	533

- 2.5 Due to the low number of employees declaring their ethnicity as at 31.3.22, a breakdown has not been provided as this information can identify an individual.
- 2.6 Ethnicity is considered to be special category of personal data. If raw figures are provided, this could constitute personal data and directly identify an individual.

<b>Not declared</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
Employees	63	60	64	47
% Of employees	10.98%	10.6%	9.4%	8.8%
Full time	38	34	38	31
Part time	9	10	10	10
% Part time	14%	16.6%	15.6%	21.3%
Casual workers	16	16	16	6
Average week p/t	22.7	21.4	21.1	20.3
Hours between	7.67 - 35	7.50 - 35	7.50 - 33.5	7.67 - 33.5
Average week all	34.4%	33.6%	33.7%	32.9%
% Managerial roles	23.8%	15%	15.6%	19%
<b>Non-White</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
Employees	58	57	52	46
% Of employees	10.1%	10.0%	9.4%	8.7%
Full time	40	39	37	32
Part time	17	17	13	10
% Part time	29.3%	29.3%	25%	21.7%
Casual workers	1	1	2	4
Average week p/t	25.22	25.3	22.2	25.3
Hours between	7.67 - 35	7.67 - 35	7.67 - 35	8.63 - 35
Average week all	33.5	33.5	33.2	34.2
% Managerial roles	13.7%	14%	11.5%	8.7%

White British	2021	2020	2019	2018
Employees	453	450	441	438
% Of employees	78.9%	79.4%	79.1%	82.5%
Full time	298	288	284	263
Part time	124	124	120	132
% Part time	27.4	27.6%	27.2%	30%
Casual workers	31	38	37	43
Average week p/t	22.2	22.5	22.5	23.14
Hours between	6.23 -35	7.50 - 35	7.67 - 35	7.67 - 35
Average week all	32.7	32.7	32.7	32.43
% Managerial roles	17.6%	18.2%	20.6%	21.5%

### 3. Mean, Median and Bonus Ethnicity Pay Gap Results

3.1 The methodology as that used in calculating the Gender Pay Gap reporting has been used. A summary of the results for Warwick District Council are set out below:

		Not declared and White British	Non-white	Pay gap
<b>Mean hourly rate</b>	2022	£15.65	£14.15	13%
	2021	£14.82	£12.95	12.62%
	2020	£14.00	£12.62	9.85%
	2019	£13.62	£11.66	14.39%
	2018	£13.33	£11.81	11.40%
<b>Median hourly rate</b>	2022	£13.70	£11.24	18.00%
	2021	£13.21	£10.94	17.18%
	2020	£12.35	£10.54	14.65%
	2019	£11.74	£10.27	12.52%
	2018	£12.13	£10.44	13.93%
<b>Mean bonus payment</b>	2022	£483.60	£483.60	0.00%
	2021	£936.00	£476.50	49.10%
	2020	£413.33	£370.00	10.84%
	2019	£434.88	£600.00	-37.96%
	2018	£829.89	£657.60	20.76%

<b>Median bonus payment</b>	2022	£757.34	£483.60	56.60%
	2021	£500.00	£500.00	0.00%
	2020	£444.00	£370.00	16.66%
	2019	£300.00	£500.00	-66.66%
	2018	£750.00	£750.00	0%
<b>Proportion who received a bonus</b>	2022	2.30%	3.20%	
	2021	6.78%	6.89%	
	2020	1.76%	1.75%	
	2019	14.45%	7.69%	
	2018	3.69%	10.87%	

### 3.2 Mean ethnicity pay gap

There is a 13% pay gap between the mean hourly rate for non-white employees and White British/Not declared employees on 31<sup>st</sup> March 2022.

### 3.3 Median ethnicity pay gap

There is a 18% pay gap between the median hourly rate for non-white employees and White British/Not declared employees on 31<sup>st</sup> March 2022

### 3.4 Bonus pay

In terms of mean bonuses, the bonus paid show a 0% Mean pay gap in 2022 - 2023. In terms of median bonuses, those of non-white background earn less than White British/Not declared employees.

## 4. Proportion by pay band quartiles

4.1 2022 – 2023 hourly rates within Warwick District Council range from £4.62 (apprentice rate) to £60.70.

4.2 Any further analysis of this data will not assist as this information has not been provided by 48% of our employees.

When dividing groups of employees into 4 quartiles the pay rates are shown below:

<b>WDC Pay Quartiles by Ethnicity 31.3.22</b>					
<b>Quartile</b>	<b>Not declared/ Prefer not to say/ White British</b>	<b>%</b>	<b>Non-White</b>	<b>%</b>	<b>Total</b>

<b>Lower Quartile - 4.62 - 11.02</b>	115	91.27%	11	8.73%	126
<b>Lower Middle Quartile - 11.02 - 13.44</b>	120	94.49%	7	5.51%	127
<b>Upper Middle Quartile - 13.44 - 18.84</b>	121	95.28%	6	4.72%	127
<b>Upper Quartile - 18.84 - 60.70</b>	123	96.85%	4	3.15%	127

<b>WDC Pay Quartiles by Ethnicity 31.3.21</b>					
<b>Quartile</b>	<b>Non-white</b>	<b>%</b>	<b>Not declared &amp; White British</b>	<b>%</b>	<b>Total</b>
<b>Lower Quartile £4.55 to £10.83</b>	14	9.79%	129	90.21%	143
<b>Lower Middle Quartile £10.83 to £13.21</b>	24	16.67%	120	83.33%	144
<b>Upper Middle Quartile £13.21 to £17.06</b>	12	8.39%	131	91.61%	143
<b>Upper Quartile £17.06 to £59.85</b>	8	5.56%	136	94.44%	144

<b>WDC Pay Quartiles by Ethnicity 31.3.20</b>					
<b>Quartile</b>	<b>Non-white</b>	<b>%</b>	<b>Not declared &amp; White British</b>	<b>%</b>	<b>Total</b>
<b>Lower Quartile £4.35 to £10.24</b>	13	9.2%	128	90.8%	141
<b>Lower Middle Quartile £10.24 to £11.88</b>	22	15.5%	130	84.5%	142
<b>Upper Middle Quartile £11.88 to £16.60</b>	13	9.2%	129	91.8%	142
<b>Upper Quartile £16.60 to £58.25</b>	9	6.3%	133	93.7%	142

<b>WDC Pay Quartiles by Ethnicity 31.3.19</b>					
<b>Quartile</b>	<b>Non-white</b>	<b>%</b>	<b>Not declared &amp; White British</b>	<b>%</b>	<b>Total</b>

<b>Lower Quartile £4.10 to £9.78</b>	11	7.9%	112	92.1%	140
<b>Lower Middle Quartile £9.78 to £11.61</b>	19	13.6%	120	86.4%	139
<b>Upper Middle Quartile £11.61 to £15.94</b>	15	10.8%	123	89.8%	138
<b>Upper Quartile £15.94 to £57.11</b>	7	5%	133	95%	140

<b>WDC Pay Quartiles by Ethnicity 31.3.18</b>					
<b>Quartile</b>	<b>Non-white</b>	<b>%</b>	<b>Not declared &amp; White British</b>	<b>%</b>	<b>Total</b>
<b>Lower Quartile £4.59 to £9.55</b>	14	10.5%	120	89.5%	134
<b>Lower Middle Quartile 9.72 to £11.74</b>	14	10.5%	119	89.5%	133
<b>Upper Middle Quartile £11.74 to £15.63</b>	12	9%	121	91%	133
<b>Upper Quartile £15.63 to £55.99</b>	6	4.5%	127	95.5%	133

- 4.3 Quartile Pay Band Summary - In order for there to be no ethnicity pay gap, there would need to be an equal ratio of non-white to White British employees in each quartile.
- 4.4 The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- 5. Summary of Ethnicity Pay Gap Data as of 31<sup>st</sup> March 2022**
- 5.1 We will continue to work with the recommendations from the 'Task and Finish' group to support actions that address the ethnicity pay gap. This will align with the EDI plan as part of the overall People Strategy 2023 -2027.
- 5.2 We will continue to request employees provide sensitive information/data to enable us to report in a more robust fashion in future years.