

**ETHNICITY PAY GAP REPORTING 2021/22**

**DATA AS AT 31.3.21**

**1. Background Information**

- 1.1 The ethnicity pay gap report for Warwick District Council 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 2021, and in relation to 'bonuses' paid between 1<sup>st</sup> April 2020 and 31<sup>st</sup> March 2021.
- 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 WCC's 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 BAME (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 31.3.21 Warwick District Council employed 574 people (contracted and casual staff).
- 2.2 Since 2018 the percentage of employees who are BAME has increased by 1.4% to 10.1%.
- 2.3 The BAME profile at the Council, comparing the percentage of White British and Not declared, shows a slightly lower representation of BAME employees (10.1%) compared with the general Warwickshire population (11.8%).

		<b>Not declared and White British</b>	<b>%</b>	<b>BAME</b>	<b>%</b>	<b>Total</b>
<b>Number of employees</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

<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>BAME</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%
<b>White British</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
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**

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:

		<b>Not declared and White British</b>	<b>BAME</b>	<b>Pay gap</b>
<b>Mean hourly rate</b>	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	11.4%
<b>Median hourly rate</b>	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>	2021	£936.00	£476.50	49.1%
	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>	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>	2021	6.78%	6.89%	
	2020	1.76%	1.75%	
	2019	14.45%	7.69%	
	2018	3.69%	10.87%	

### 3.1 Mean ethnicity pay gap

There is a 12.62% pay gap between the mean hourly rate for BAME employees and White British/Not declared employees on 31<sup>st</sup> March 2021.

The Council's mean ethnicity pay gap has increased by 1.22% from 11.4% since 2018.

### 3.2 **Median ethnicity pay gap**

There is a 17.18% pay gap between the median hourly rate for BAME employees and White British/Not declared employees on 31<sup>st</sup> March 2021.

The Council's median ethnicity pay gap has increased by 3.25% from 13.93% since 2018.

This figure is significantly higher than the 2019 national median ethnicity pay gap of 1.9%, and higher than the 2018 West Midlands median ethnicity pay gap of 9.5% (ONS).

### 3.3 **Bonus pay**

In terms of mean bonuses, those of BAME background earn less (£476.50) than White British/Not declared employees (£936.00). The gap is 49.1% in favour of White employees.

In terms of median bonuses, those of BAME background earn the same as White British/Not declared employees (£500) employees. The gap is 0% which is neutral.

## 4. **Proportion by pay band quartiles**

4.1 2020 – 2021 hourly rates within Warwick District Council range from £4.55 (apprentice rate) to £53.25.

4.2 Similarly to last year's figures the concentration of BAME employees is higher, however, in the bottom two pay quartiles, than the top two pay quartiles. The highest concentration of BAME employees is in the lower middle quartile at 16.67%.

4.2 Since March 2018, the percentage of BAME employees in the lower quartile has decreased by 0.71% (10.5% to 9.79%).

4.3 Since March 2018 the percentage of BAME employees in the upper quartile has increased by 1.06% (4.5% to 5.56%).

4.4 As a consequence the 'middle' BAME employee is in the lower middle quartile and the 'middle' White British/Not declared employee is in the upper middle quartile, which explains the reason for the median ethnicity pay gap.

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

<b>WDC Pay Quartiles by Ethnicity 31.3.21</b>					
<b>Quartile</b>	<b>BAME</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>BAME</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>BAME</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

WDC Pay Quartiles by Ethnicity 31.3.18					
Quartile	BAME	%	Not declared & White British	%	Total
<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

4.4 Quartile Pay Band Summary - In order for there to be no ethnicity pay gap, there would need to be an equal ratio of BAME to White British employees in each quartile.

4.3 The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**5.0 Summary of Ethnicity Pay Gap Data as at 31<sup>st</sup> March 2021**

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.

**Appendix 2a**









