

## Appendix 2: Ethnicity Pay Gap Reporting

### 1. Background

The overall ethnicity pay gap is defined as the difference between the average (mean and median) pay of Black, Asian and minority ethnic (BAME) employees and White British employees expressed as a percentage of the mean and median pay of BAME employees.

In January 2019 the UK government closed its consultation on ethnicity pay gap reporting. We do not yet know what will come of that consultation, but it seems highly likely that in the future this will become a new requirement alongside gender pay gap reporting. We are recommending that from this reporting year onwards the Council voluntarily publishes its ethnicity pay gap data because we believe it's an important step towards ensuring our workforce is diverse, inclusive and fair for everyone.

We use the term BAME throughout this report however we recognise its limitations as a term that combines and therefore dilutes the experiences of Black, Asian and other minority ethnic groups.

This report includes the Council's ethnicity pay gap data using the snapshot date of 31<sup>st</sup> March every year.

### 2. BAME profile

At June 2020, the Black, Asian and Minority Ethnic (BAME) profile at the Council, comparing the percentage of White British and other ethnicities, shows a similar representation of BAME employees as of 11.33%, snapshot as of June 2020 (58 out of 512 and 46 (8.99% not known), compared with the general population of Warwickshire (11.8%).

	2020		2019		2018	
<b>Not Known</b>	60	10.6%	64	11.5%	47	8.8%
<b>BAME</b>	57	10 %	52	9.4%	46	8.7%
<b>White</b>	450	79.4%	441	79.1%	440	82.5%
<b>Total</b>	567		557		533	

### 3. Mean ethnicity pay gap

- 3.1 There is an 8.9% pay gap between the mean hourly rate for BAME employees and those White British / unknown at 31 March 2020.
- 3.2 The Council's mean ethnicity pay gap has reduced by 3.8 percentage points from 12.7% since 2018.

### 4. Median ethnicity pay gap

- 4.1 There is an 11.2% pay gap between the median hourly rate for BAME employees and those White British / unknown at 31 March 2020.
- 4.2 The Council's median ethnicity pay gap has reduced by 2.7 percentage points from 13.9% since 2018.

## 5. Bonus pay

- 5.1 In terms of mean hourly bonuses, those of BAME background earn less (£370.00) than White British employees (£413.33). The gap is 10.5% in favour of White British employees.
- 5.2 In terms of median bonuses, those of BAME background earn more (£370.00) than total employees (£327.60) employees. The gap is -12.9% in favour of BAME employees.

## 6. Proportion by pay band quartiles

<b>WDC Pay Quartiles by Ethnicity 31.3.20</b>						
<b>Quartile</b>	<b>Not Known</b>	<b>%</b>	<b>BAME</b>	<b>%</b>	<b>White</b>	<b>%</b>
<b>Lower Quartile £4.35 to £10.24</b>	25	17.7%	13	9.2%	103	73.1%
<b>Lower Middle Quartile £10.24 to £11.88</b>	14	9.9%	22	15.5%	106	74.6%
<b>Upper Middle Quartile £11.88 to £16.60</b>	9	6.3%	13	9.2%	120	84.5%
<b>Upper Quartile £16.60 to £58.25</b>	12	8.5%	9	6.3%	121	85.2%

- 6.1 At 31 March 2020 the highest concentration of BAME employees is in the lower middle quartile (15.5%).
- 6.2 The percentage of BAME employees in the upper quartile has increased by 1.8 percentage points and by 0.2 percentage points in the upper middle quartile since March 2018.
- 6.3 Since March 2018, the percentage of BAME employees in the lower quartile has decreased by 1.3 percentage points.

<b>WDC Pay Quartiles by Ethnicity 31.3.19</b>						
<b>Quartile</b>	<b>Not known</b>	<b>%</b>	<b>BAME</b>	<b>%</b>	<b>White</b>	<b>%</b>
<b>Lower Quartile £4.10 to £9.78</b>	24	17.3%	11	7.9%	88	63.3%

<b>Lower Middle Quartile £9.78 to £11.61</b>	13	9.35%	19	13.6%	107	76.9%
<b>Upper Middle Quartile £11.61 to £15.94</b>	12	8.6%	15	10.8%	111	79.8%
<b>Upper Quartile £15.94 to £57.11</b>	15	10.7%	7	5%	118	84.3%

6.4 At 31 March 2019 the highest concentration of BAME employees is in the lower middle quartile (13.6%).

<b>WDC Pay Quartiles by Ethnicity 31.3.18</b>						
<b>Quartile</b>	<b>Not known</b>	<b>%</b>	<b>BAME</b>	<b>%</b>	<b>White</b>	<b>%</b>
<b>Lower Quartile £4.59 to £9.55</b>	9	6.7%	14	10.5%	111	82.8%
<b>Lower Middle Quartile 9.72 to £11.74</b>	10	7.5%	14	10.5%	109	82%
<b>Upper Middle Quartile £11.74 to £15.63</b>	13	9.8%	12	9%	108	81.2%
<b>Upper Quartile £15.63 to £55.99</b>	15	11.3%	6	4.5%	112	84.2%

6.5 At 31 March 2018 the highest concentration of BAME employees is in the lower and lower middle quartiles, both at 10.5%.

## 7. Raw Data

		<b>Not Known</b>	<b>BAME</b>	<b>White</b>	<b>OVERALL</b>	<b>Difference between BAME and Overall mean &amp; medium rates</b>
<b>Number of employees</b>	2020	60	57	450	567	
	2019	64	52	441	557	
	2018	47	46	440	533	
<b>Mean hourly rate</b>	2020	12.81	12.62	14.16	13.86	8.9%
	2019	12.47	11.66	13.69	13.36	12.07%

	2018	13.49	11.81	13.67	13.53	12.7%
<b>Median hourly rate</b>	2020	10.54	10.54	12.35	11.88	11.2%
	2019	10.27	10.27	11.85	11.61	11.5%
	2018	12.13	10.44	12.13	12.13	13.9%
<b>Mean bonus payment</b>	2020	0	370	413.33	413.33	10.5%
	2019	554.29	600	442.21	422.21	9.9%
	2018	1800	600	625	681.58	11.9%
<b>Median bonus payment</b>	2020	0	370	444	327.60	-12.9%
	2019	500	500	250	250	-100%
	2018	1800	750	750	750	0%
<b>Proportion who received a bonus</b>	2020	0%	1.75%	2%	1.76%	
	2019	10.9%	7.69%	14.96%	12%	
	2018	2.13%	8.69%	3.18%	3.56%	