

Barnsley Facilities Services

Gender Pay Gap Report 2022

Executive Summary

All UK employers have a legal requirement to publish their gender pay data on an annual basis.

The gender pay gap calculation is based on the average hourly rate paid to men and women. This calculation makes use of two types of averages; a mean average and a median average. In simple terms, the mean is the average hourly rate and the median is the mid-point hourly rate for men and for women in the workforce.

The mean figure is the figure most commonly used.

The report for Barnsley Facilities Services (BFS) reviews the latest data set, which covers the 12-month period ending 31 March 2022.

Our Overall results:

Overall, across our entire workforce our mean gender pay gap is 4.88%. This means that the average hourly pay rate for men is 4.88% higher than for women. This is a slight increase from 4.29% in 2021 and a reduction from 7.31% in 2020.

Our overall median gender pay gap is 0.18% - this means that the mid-point hourly rate for men is 0.18% higher than for women. This is an increase from – 2.88% in 2021 and a reduction from 2020 when the mid-point hourly rate for men was 2.96% higher than for women.

This figure represents the combined data for all BFS staff groups.

The proportion of male and female employees in the lowest pay quartile is 74.11% female and 25.89% male, compared to the proportion of male and female employees in the highest pay quartile which is 61.06% female and 38.94% male. By comparison in 2021 the proportion of male and female employees in the lowest pay quartile was 70% female and 30% male, showing an increase of 3.24%, 10 females. (The quartile information is created by sorting all employees by their hourly rate of pay and then splitting the list into 4 equal parts to create 4 pay quartiles).

The gender pay gap data we report also includes bonus payments. BFS have an attendance bonus, all staff are eligible and this is a maximum payment of £1000 per individual in the 12-month period.

Our mean gender bonus pay gap is 28.78% with 72.8% of female employees receiving a bonus and 27.2% of males.

Our median gender bonus pay gap is 56.63%.

Our future intentions:

BFS are committed to supporting the career progression and ensuring equal opportunities for women and men within our workforce. Our approach to leadership development is designed to nurture our future leaders regardless of their gender.

BFS are committed to developing women and men and this is born out through our approach to succession planning.

We have a range of family friendly policies, supporting childcare, flexible working, fair rostering and leave provision and will continue to develop these policies.

We welcome this report and the findings. The data has given us the opportunity to understand what else we can do to further reduce our gender pay gap and shows us that the initiatives we have introduced are producing results. Ultimately, our aim is to ensure there is no gap and that men and women are equally represented in the workforce at all levels.

Gender Pay Gap Detailed Results

Our gender pay gap results (based on the hourly pay rates our employees received on 31 March 2022) are as follows:

- Our mean gender pay gap is 4.88%.
- Our median gender pay gap is 0.18%
- Our mean bonus gender pay gap is 28.78%
- Our median bonus gender pay gap is 56.63%
- Our proportion of males receiving a bonus payment is 27.2%
- Our proportion of females receiving a bonus payment is 72.8%
- Our proportion of males and females in each quartile pay band is:

Pay Quartile	Female %	Male %
1	74.11%	25.89%
2	67.26%	32.74%
3	78.57%	21.43%
4	61.06%	38.94%

The reasons behind our gender pay gap -

- The mean gender pay gap is relatively small for BFS and the overall median gender pay gap is negligible at 0.18%, meaning that the mid-point hourly rate for men is just 0.18% higher than for women. The mean gender pay gap can be explained by the observation that men make up only

29.75% of the workforce, there is a disproportionate number of males, in all four of the quartiles.

- In our lower quartiles the disproportionate number of females to male in quartile one has increased to 74.11% from 70.87% in 2021 and 63.46% in 2020. This is specifically due to increases in our part time domestic operative roles attracting a predominantly female candidate.
- As at 31 March 2022 there were 4 female (57%) and 3 male (43%) employees on Local Senior Manager or Exec/Non-Exec Director pay scales.
- In the reporting period, there were 335 staff who received bonus. The BFS bonus rewards attendance and is a maximum of £1000 in the reporting year. 244 females received bonus and 91 males. The mean bonus payment for females was £542.62 and for males £761.84, due to a larger proportion of females working part time hours.

Reducing our gender pay gap:

- The continuation of multi skilling for our lower quartile will positively impact the gender pay gap. This initiative launched in 2020 continued slowly in 2021 due to the impact of Covid-19 and has continued to grow in 2022, enabling additional skills to be developed and rewarded with additional pay.
- The introduction of hybrid working ensures we continue to support flexible working and ensuring fair rostering and support for part time working.
- BFS are committed to developing all staff full and part time and encourage career progression.

Further analysis is intended to understand the following:

- The proportion of women who work part time and flexibly compared to men and in which pay quartiles such arrangements are found.
- The gender pay gap results for full time male employees and part time female employees.

Sharing our gender pay gap with our employees

It is important to share and explain our gender pay gap and any actions needed to reduce the gap with our employees, trade union representatives and managers in advance of the external publication date. In particular to be clear about the difference

between gender pay and equal pay. The solutions to equal pay and gender pay are different. Closing the gender pay gap is a broader societal as well as organisational issue. Though we have a small gender pay gap, we are confident that we pay fairly in accordance with the nationally recognised Agenda for Change pay structures and our locally recognised Senior Manager and Director Pay structures.

The difference between gender pay and equal pay

It is important to be clear about the difference between gender pay and equal pay. The solutions to equal pay and gender pay are different. Closing the gender pay gap is a broader societal as well as organisational issue. Equal pay is specific to men and women doing comparable roles for different pay. We have a relatively small gender pay gap due to our high representation of women within the workforce.

Though we have a small gender pay gap within the workforce we are confident that we pay fairly in accordance with the nationally recognised Agenda for Change and our locally recognised Senior Manager and Director Pay structures.

Part of the introduction of the Agenda for Change modernised NHS pay structure in 2004 was the development of the NHS Job Evaluation Scheme as a means of determining pay bands for posts. The key feature in both the design and implementation of this scheme was to ensure equal pay for work of equal value. BFS continue to work with the Agenda for Change evaluation scheme for all TUPE'd NHS staff. For all BFS contracted staff we use an independent robust process through Inbucon with the same principles to ensure equal pay for work of equal value.

Conclusion

The BFS Board is asked to approve the data, supporting narrative and actions to authorise for release to the gender pay gap government website and the Trust's website by **the reporting deadline of 30 March 2022.**

Sue Bonelle
Associate Director of HR & OD

Appendix 1

Gender Pay Gap Figures

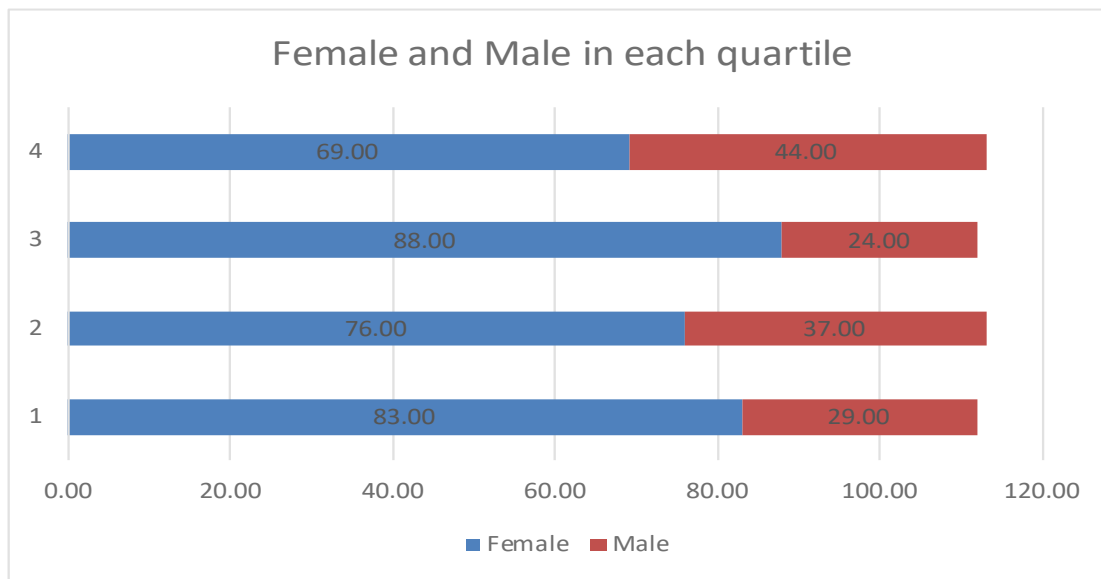
Data from ESR as at 5 April 2022

Data based on 450 Full Pay Relevant Employees.

A “Full Pay Relevant Employee” is any employee who is employed on the snapshot date (5 April 2022) and who is paid their usual full basic pay during the relevant pay period (up to 5th April).

Proportions of male and female employees in each pay quartile based on Ordinary Pay

Quartile	Female	Male	Female %	Male %
1	83.00	29.00	74.11%	25.89%
2	76.00	37.00	67.26%	32.74%
3	88.00	24.00	78.57%	21.43%
4	69.00	44.00	61.06%	38.94%

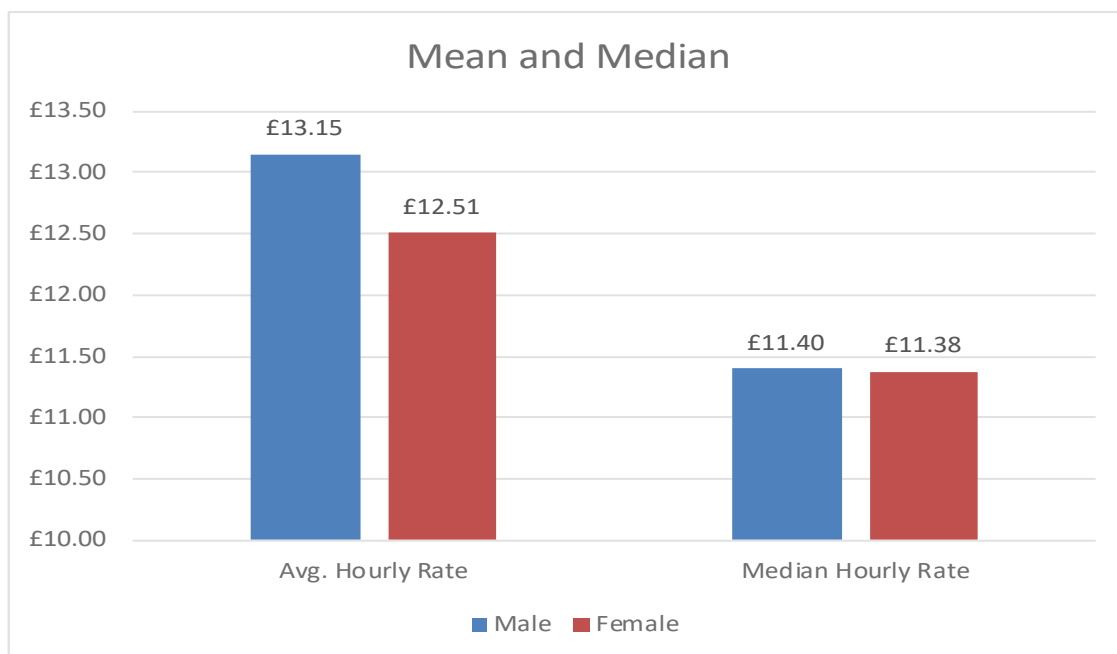


Key Points:

- Ordinary pay includes basic pay, allowances, pay for leave, shift premium pay and on call pay.
- In order to create the quartile information all staff are sorted by their hourly rate of pay; this list is then split into 4 equal parts (where possible).
- To calculate the number of working hours the on-call units worked and basic hours are added together. This inflates the units worked, which then lowers the hourly pay. For example, 162.95 basic hours plus 48.00 on call weekend plus 121.00 on call weekday equals 331.95 units worked divided by the pay value £4301.41 equals an hourly pay of £12.96.
- Elements of salary sacrifice have been removed

Mean and Median Gender Pay Gap Results

Gender	Mean Hourly Rate	Median Hourly Rate
Male	£13.15	£11.40
Female	£12.51	£11.38
Difference	£0.64	£0.02
Pay Gap %	4.88%	0.18%



Key Points:

- The mean hourly and the median hourly rate of pay is calculated from a specific pay period, in this case it is 6th April 2021 to 5th April 2022. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay. The median rate is calculated by selecting the average hourly rate at the mid-point for each gender group.
- The percentage variance for the mean hourly rate of pay is 0.18%. This calculation is based on the mean hourly rate of 316 female staff compared to 134 male staff.
- The data includes both staff on Agenda for Change and staff on non-Agenda for Change terms and conditions.

Mean and Median Gender Bonus Pay Gap Results

Data based on 335 Relevant Employees.

“Relevant Employees” are all employees who are employed on the snapshot date (5 April 2022) and this term includes full-pay relevant employees, and also other

employees employed on the snapshot date but on less than full pay because of leave (which has reduced pay).

The bonus period is a twelve-month period that ends on the snapshot date, and will always be the preceding twelve months.

The bonus pay includes Long Service Awards.

Gender	Avg. Bonus Pay	Median Bonus Pay
Male	£761.84	£1,000.00
Female	£542.62	£433.67
Difference	£219.22	£566.33
Pay Gap %	28.78%	56.63%

Proportion of male and female employees who received bonus pay

Gender	Employees Paid Bonus	Total Relevant Employees	%
Female	244.00	244.00	100.00
Male	91.00	91.00	100.00

Key Points:

- The gender pay gap calculations make use of two types of averages; a mean average and a median average.
- Mean averages give a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful where most employees in an organisation receive a bonus, but could be less useful in an organisation where the vast majority of bonus pay is received by a small number of employees (as is the case here).
- Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation, and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up.

Mean and Median Gender Bonus Pay Gap Results excluding Long Service Awards

BFS formally recognises and rewards long serving employees' commitment and loyalty to the National Health Service by way of its Long Service Awards scheme. The awards take the form of certificates and badges from 10 years service and then at every 5 years service intervals until 40 years service. In addition, a monetary award (in the form of shopping vouchers) to the value of £250 is made at 25 years service and £150 at 40 years service and this is presented to the recipient at an annual long service awards ceremony.

The award is therefore designed so as not to be anything that relates to productivity, performance or incentive, but more recognition for long service.

If long service monetary awards are excluded, the mean bonus pay gap decreases slightly from 29.47% to 28.78% the median bonus pay increases from 56.63% to 57.37%. There were almost 3 times more females (244) receiving a bonus than males (91).

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Male	£761.84	£1,000.00
Female	£542.62	£433.67
Difference	£219.22	£566.33
Pay Gap %	28.78%	56.63%

