



Gender Pay Gap Report as at 31 March 2020

We are an employer, required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. These calculations are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

We are required to publish the results on our own website and a government website. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. For more information see: <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

BDC Results:

- 1. The difference in the mean pay of full-pay men and women, expressed as a percentage is 16.8%**

This figure is based on:

- A standard mean male hourly rate of £18.33
- A standard mean female hourly rate of £15.26

Summary

According to the Office of National Statistics (ONS), taken from the Annual Survey of Hours and Earnings 2020, the Gender Pay Gap nationally was 15.5%. Specifically for 'Local government administrative occupations' there was a 12.2% Gender Pay Gap.

- 2. The difference in the median pay of full-pay men and women for BDC is 24.7%**

This figure is based on:

- A standard median male hourly rate of £17.09
- A standard median female hourly rate of £12.86

Summary

There are a higher proportion of females in lower grade positions at BDC (contact centre and lower grade ARP positions) which decrease the median hourly rate.

- 3. The difference in the mean bonus pay of men and women for BDC is 72.2%**

This figure is based on:

- A mean annual male bonus of £5,217.04
- A mean annual female bonus of £1,448.04

Summary

In the 12 month period used for data collection, all payment(s) defined as a 'bonus' were VPI (Variable Pay Initiative) payments, associated with the ARP Enforcement service. As these payments were regular (but variable) and covering a 12 month period, the difference in figures can largely be explained by 'time in post' of the team members within the reporting period i.e. opportunity to earn VPI was higher for the Male group as all individuals were all 'in post' for longer during the reporting period, than the female group.

4. The difference in the median bonus pay of men and women, for BDC is 79.2 %

This figure is based on:

- A median annual male bonus of £6,958.98
- A median annual female bonus of £1,448.04

Summary

In the 12 month period used for data collection, all payment(s) defined as a 'bonus' were VPI (Variable Pay Initiative) payments, associated with the ARP Enforcement service. As these payments were regular (but variable) and covering a 12 month period, the difference in figures can largely be explained by 'time in post' of the team members within the reporting period i.e. opportunity to earn VPI was higher for the Male group as all individuals were all 'in post' for longer during the reporting period, than the female group.

5. The proportion of men and women at BDC who received bonus pay:

- Proportion of males employed who receive a bonus is 4.3%
- Proportion of females employed who receive a bonus is 0.5%

Summary

The VPI payments accounted for 100% of 'Bonus' payments. The Enforcement Agent Team is predominantly Male which can help account for the difference in this result.

6. The proportion of full-pay men and women in each of four quartile pay bands.

BDC pay quartiles (number of employees in each band)

Band	Males	Females	Description
A	16	58	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	16	58	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	29	45	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	33	41	Includes all employees whose standard rate places them above the upper quartile

How does this compare per quartile?

Band A (lowest paid)	Band B	Band C	Band D (highest paid)
Male: 21.6% Female: 78.4%	Male: 21.6% Female: 78.4%	Male: 39.2% Female: 60.8%	Male: 44.6% Female: 55.4%

Summary

The higher % of females in the lowest two quartiles can be explained by the workforce demographic where contact centre posts and lower grade ARP posts are predominantly occupied by females, as well as the fact that females do make up 68.2% of the workforce (relevant employees).

Band C is more in line with the male:female workforce ratio, with the top quartile having more of a numeric balance occupying the highest paid posts.