

ETHNICITY PAY GAP 2020 REPORT SUMMARY

Nottingham City Council (NCC) aims to be a sector leader in equality, diversity and inclusion and for Nottingham to be an internationally successful and prosperous city that offers its residents the means and opportunities to realise their potential. Our equality objectives help us focus on what we need to do to advance equality through the decisions that we make with our policies and practices for city residents and employees. Narrowing the ethnicity pay gap for NCC employees is one way in which we ensure this happens.

Workforce representation

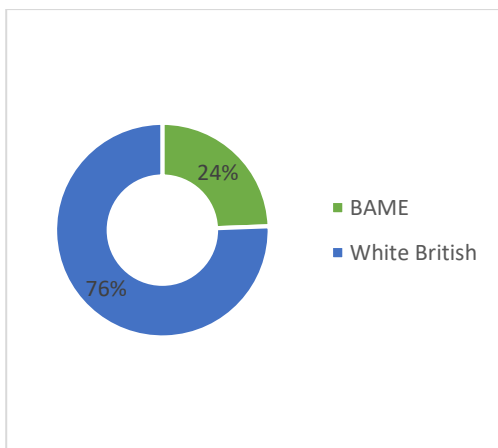


Figure 1 Ethnicity Split

Percentages of Black and Minority Ethnic (BAME) and White British Employees at NCC

Pay and bonus gap

Our pay report is based on a snapshot of pay on 31st March 2020. Please note that the BAME category includes the ethnicities of White Irish and White Other.

The mean average pay gap for 2020 is 7.9%, i.e. for every pound earned by the average White British employee, the average BAME employee earns just over 92p. The reason for the gap is that White British employees are slightly overrepresented in the highest two quartiles, which means that they earn more on average by a large enough margin to raise their mean hourly rate.

The median average pay gap for 2020 is 8.6%, i.e. for every pound that the White British employee at the middle of all White British earners is paid, the BAME employee at the

middle of all BAME earners earns just over 91p. This is because there are proportionally more BAME earners in the lower quartiles than in the upper quartiles.

Pay Quartiles

	BAME	White British
Upper Quartile	18.8%	81.2%
Upper Middle Quartile	24.1%	75.9%
Lower Middle Quartile	28.0%	72.0%
Lower Quartile	26.7%	73.3%

Figure 2 Table showing percentages of BAME and White British employees in each pay quartile

Our bonus payments

The **mean bonus pay gap for 2020 is 51.6%**. The **median bonus pay gap for 2020 is minus 36.5%**. These figures relate to only 22 employees in the Theatre Royal Concert Hall (TRCH). The 4 BAME employees and 18 White British employees represent **0.3%** and **0.4%** of their populations respectively. Employees earn commission for concessions that the whole team sells to theatregoers (split fairly across team members).

The method of calculating bonus does not allow for differences in the number of hours per week worked. Pro rata bonuses received by the part-time employees are not adjusted for the purposes of the bonus pay gap calculations. The average FTE of BAME workers is lower than the average FTE of White British workers, which results in the bonus calculations skewing in favour of White British workers.

If the bonuses were calculated as an hourly rate like the other pay gaps are calculated, the bonus gap would reduce considerably.

Making changes

What we've done

- Rolled out Equality, Diversity and Inclusion Strategy 2021-23.
- Reviewed and strengthened our approach to engaging with Staff Networks and Support groups to ensure we have a strong employee voice and an inclusive environment for all employees
- Supported the creation of a new Staff Network (ACE) for Black (African, Caribbean and mixed descent) staff.
- BAME Network continues to support staff.
- Black History Month (BHM) workforce celebration.
- Refreshed our corporate intranet pages to enhance experience of staff from a protected group in accessing relevant information.
- Policies for work/life balance, including childcare vouchers and the flexible working framework enables inclusivity.
- Representative recruitment panels are now standard practice.
- Reporting on and publishing ethnicity pay gap.

What comes next

- Continue to work with and support the BAME and ACE staff networks.
- Encourage talented BAME employees into positive action activities to increase numbers in senior roles.
- Take steps to understand the culture of the organisation to identify and address any cultural barriers or leadership development needs which might impact on the inclusion and development of people from minority ethnic backgrounds and their representation in senior roles.
- Explore opportunities for reverse mentoring programme.
- Ensure that equality, diversity and inclusion is integrated fully into the work on the Recovery and Improvement Plan, particularly around accountability and performance management.
- Targeted succession planning across NCC to ensure that we are meeting our corporate equalities targets on diversity and inclusion.
- Sign the Race at Work Charter and make a commitment to the [five calls to action](#). Develop an action plan of work to help us to meet those commitments.