

# Ethnicity Pay Gap 31 December 2024

## Background Information

Although there is currently no statutory requirement to report on ethnicity pay gaps, the Council is proactively undertaking this analysis to demonstrate its ongoing commitment to equal opportunities and fair pay for all staff. By extending its pay gap analysis beyond gender to include ethnicity, the Council reinforces its dedication to ensuring employees receive equal pay for work of equal value, supported by the following measures:

- use of the NJC (used for Grade 1-13) and Inbucon (used for Chief Officers)
- job evaluation schemes
- agreed pay structure
- the application of NJC and JNC terms and conditions
- the application of the single status agreement for Green and Red Book employees
- pay policies relating to non-standard working arrangements such as out of hours working and call out payments
- a published pay policy statement.

In this report the Council is confident that any pay gap does not stem from paying different ethnicity groups differently for the same or equivalent work.

## Pay Gap Analysis

The ethnicity pay gap refers to the difference in average hourly earnings between employees from various ethnic backgrounds, calculated both as a mean and a median. This comparison is based on self-identified ethnicity and aims to provide an inclusive measure across all staff.

### Mean and Median ethnicity pay gap for 2024

The overall mean ethnicity pay gap as at 31 December 2024 stands at (2.00)%, indicating that, on average, employees from ethnic minority backgrounds receive higher pay compared to their colleagues who do not self-identify as belonging to an ethnic group. The overall median ethnicity pay gap is (5.71)%. These figures are based on self-declared ethnicity and reflect the Council's ongoing commitment to fostering an equitable and inclusive workplace where all individuals are valued and rewarded fairly for their contributions.

The ethnicity pay gap within each of the quartiles of Stevenage Borough Council has also been calculated. This information will be useful in identifying the specific areas where the ethnicity pay gap is greater.

### Mean and Median ethnicity pay gap by quartile for 2024

Quartile	Mean ethnicity pay gap	Median ethnicity pay gap
Quartile 1 - lower (0% – 25%)	(0.64)%	(2.24)%
Quartile 2 - lower middle (25% – 50%)	(0.36)%	0.00%
Quartile 3 - upper middle (50% – 75%)	(0.26)%	0.00%
Quartile 4 - upper (75% – 100%)	3.02%	0.58%

The Stevenage Borough Council ethnicity pay gap information has been calculated in line with the guidance published by ACAS and the Government Equalities Office in relation to gender pay gap calculations. Ordinary pay is defined as any monetary payment such as basic pay, allowances (such as payments for extra responsibilities, location related

payments, car allowances, recruitment, or retention incentives), payment for a piece of work, pay for leave, shift pay premiums.

Accordingly, the Stevenage Borough Council pay gap has been calculated using the following pay elements:

- Base Pay
- Casual Worker Pay
- Honorariums
- Market Force Supplements
- Tool Allowance
- Essential Car User Allowance
- Chief Officer Payments including Deputy CEO, s151 officer, ADs additional responsibility pay
- Non-Standard Working Payments

The calculations do not include overtime payments, redundancy payments, pay relating to the termination of employment, expense payments, benefits in kind, interest free loan payments again in line with the ACAS and Equalities Office Guidance.

### Workforce Profile

For this report the category of ethnic group is made up of the following declared ethnicities:

Asian or Asian British, Black or Black British, Mixed Ethnic groups, Other Ethnic groups and White Other.

Group	No of Employees (H/C)	% of workforce
Ethnic Minority	118	17.69%
Ethnicity not declared	7	1.05%
White British	542	81.26%

### Quartile Information

This report shows the proportion of ethnic and White British groups in four pay bands.

These bands are developed by:

- Ranking all full-pay relevant employees from highest to lowest paid
- Dividing this list into 4 equal parts
- Calculating the percentage of men and women in each of the 4 parts.

Table 1 below shows the summary quartile information and figures 1-4 show a graphical representation of the split within each of the quartiles.

Table 1 – Quartile Information for 31 December 2024

Quartile	Ethnic groups	White British	Not Declared
Lower (0% - 25%)	14.37%	85.63%	0.00%
Lower Middle (25% - 50%)	17.96%	79.64%	2.40%
Upper Middle (50% - 75%)	19.16%	79.04%	1.80%
Upper (75% - 100%)	19.28%	80.72%	0.00%

Figure 1

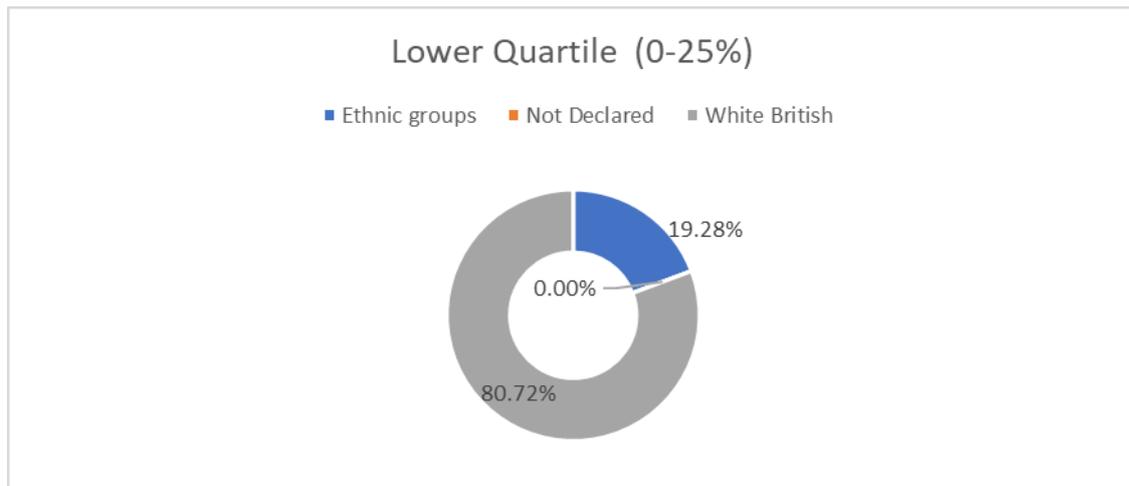


Figure 2

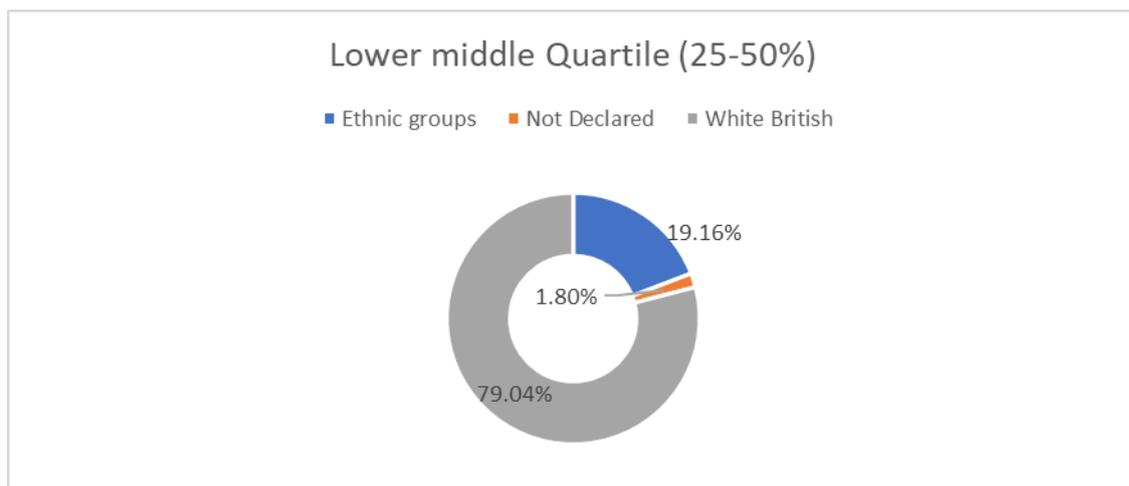


Figure 3

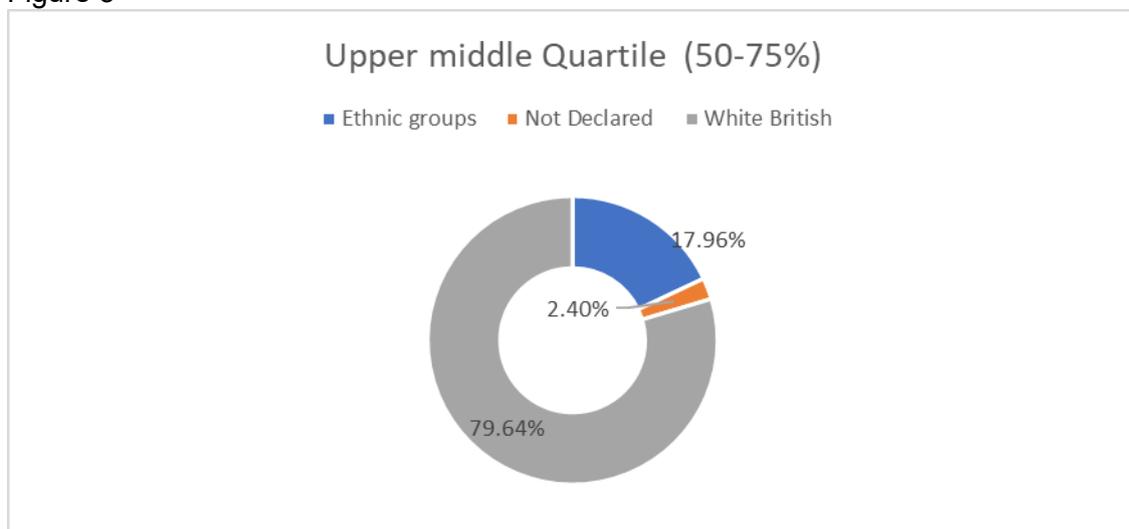
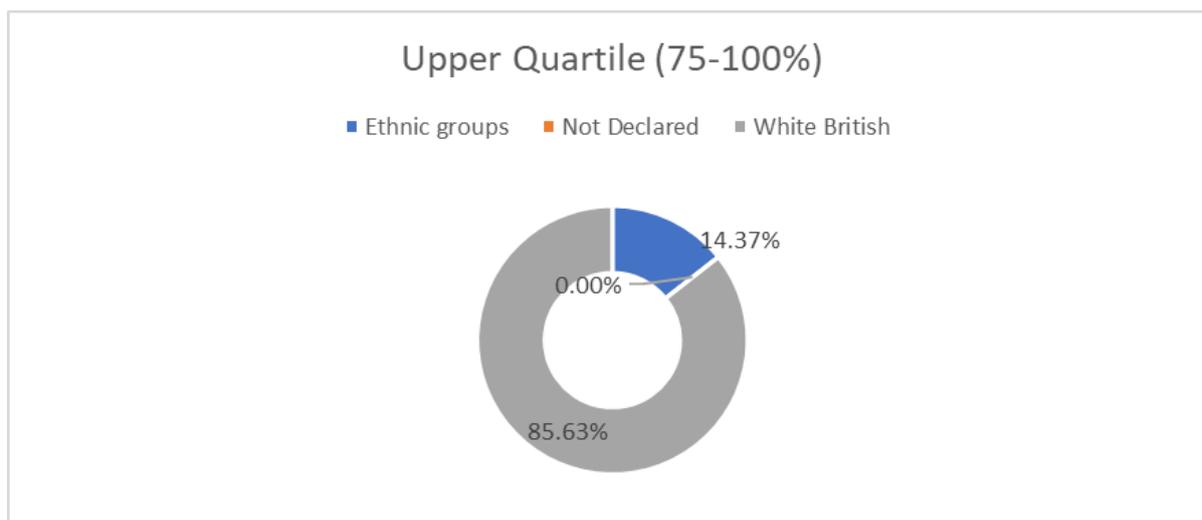


Figure 4



### Pay Gap Comparisons

Benchmarking information is more limited as there is not a statutory requirement to report on this; however, we have been able to find some examples and generally compare favourably.

Organisation	Mean Pay Gap %	Median Pay Gap %
Stevenage Borough Council	(2.00)	(5.71)
Luton Borough Council	6.20	5.71
Reading Council	4.17	0.68
Maidstone Council	(0.90)	(11.45)
Barking and Dagenham	1.80	0.00
Oxfordshire County Council	2.11	0.00
Brighton and Hove Council	4.80	5.20

### Actions

The following actions have been agreed to demonstrate our commitment to monitor and improve.

1. Encourage staff to review and update their personal information, including self-declared ethnic origin, to ensure accurate and comprehensive workforce data.
2. Continue to monitor and review our recruitment practices with a view to ensuring that everything is being done to attract staff from all ethnic backgrounds equally across all levels of the organisation
3. Promote access to our hybrid and flexible working arrangements, in line with the council's ways of working across all levels of the Council.

4. Publish our annual ethnicity pay gap report alongside the gender pay gap report to ensure ongoing monitoring, openness, and transparency.

I, Tom Pike, Chief Executive, confirm that this information in this statement is accurate

A handwritten signature in cursive script that reads "Tom Pike".

Tom Pike Chief Executive