

# YJB Pay Audit for 2015/16

Undertaken August 2017



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## EXECUTIVE SUMMARY

1. Although the Youth Justice Board for England and Wales (YJB) currently employs less than 250 staff and will not be required by legislation to report publicly on its pay gap differences, this Equal Pay Audit (EPA) was undertaken to primarily determine if the YJB had any large or unexplained differences in pay between males and females doing equal work, and to investigate the causes of them. It was also conducted to set a baseline for future reviews by which to measure progress on reducing pay gaps based on gender, disability, ethnicity and working pattern.
2. We have included Grades AO through to Senior Civil Service (SCS) and their equivalent. Members of the YJB Board, staff on Secondment into the YJB who are paid by their parent department, and staff on loan out of the YJB on the host department's terms and conditions were excluded from the audit because their pay is not determined by YJB collective bargaining.
3. Following the move to a Shared Service for HR and Financial transactions and new Standard Operating Platform (SOP) it has not been possible to gather sufficient accurate data for the year 2016-17. It was, therefore, necessary to undertake the audit using data from 2015-16.
4. The findings have been considered in conjunction with the Equality and Human Right's Commission's (EHRC) guidelines on equal pay. These guidelines are for analysing pay differences between males and females performing equal work and states that where there is a differential gap of 5% or more it should be classified as potentially significant. Where a pattern of gaps is identified that shows the comparator being better off, the differential gap for further investigation reduces to 3%.
5. A positive percentage figure confirms that the targeted group (e.g. female or BAME employees) had lower pay or bonuses than the comparator group (e.g. male or White employees), whereas a negative percentage figure confirms that the comparator group had lower pay or bonuses than the targeted group.
6. The overall gender pay gap for all grades, including SCS, was 7.6%. This gap, however, does not consider work of equal value but looks at the organisation as a whole. A potentially significant pay gap of 5.2% was identified within the SEO grade. No other significant gender pay gaps were identified in the grades AO, EO and G6 who had gaps of 0%, 4.5% and 3.6% respectively. A comparison was not made for SCS as there were no male comparators in the grade. Females earned more than males in the HEO and G7 grades by -9.1% and -1.6% respectively.
7. The other key findings of the review are:
  - a. analysis of part-time workers indicates an organisational pay gap of 18.9% but no significant pay gap within any of the grades reflecting work of equal value. The organisational pay gap can relate to the lack of male part-time workers in junior grades, being represented only in grades HEO and above, whereas the female part-time workers had an equal mix on junior and senior grades.

- b. it has not been possible to report on any pay gap between disabled and non-disabled staff due to the low numbers of staff declaring a disability;
- c. the overall organisational pay gap between white and BAME staff is 19.5%. This does not reflect a comparison of work of equal value but rather appears to reflect a lack of BAME representation at senior grades, particularly G6 and SCS. However, it is noted that there was a significant gap within HEO grade of 5.7%. Further investigation will be carried out to determine the issues at HEO grade.
- d. generally, pay gaps within grades are small, however it is noted there are higher numbers of women and BAME staff in junior grades, which impacts on the overall organisational pay gap;
- e. the gender pay gap correlates directly with length of service and is decreasing as new staff are recruited into YJB.

## INTRODUCTION

- 8. The Youth Justice Board (YJB) is a non-departmental public body responsible for overseeing the youth justice system in England and Wales. We support our partners to prevent offending and reoffending by under-18s and achieve wider positive outcomes for children, young people and communities. For the period under analysis we were an organisation of 191 people with headquarters in London and Swansea.
- 9. On 31 March 2017, it became a legislative requirement under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 for all public-sector employers with 250 or more employees to publish results of their gender pay gap analysis on their website and the Government's website by 4 April 2018. The regulations largely mirror those for the private sector but were introduced as part of the existing public-sector equality duty and are not a standalone requirement as in the case of the legislative requirements for the private and voluntary sector employers. The annual date on which the pay information is collected is 31 March for public sector employers, and 5 April for private and voluntary sector employers. Results published should highlight among other things the median gender pay gap figures, average gender pay gap figures, and average and median pay gaps for any bonuses paid out during the year.
- 10. The Equality Act 2010 entitles a female doing equal work with a male in the same employment to equal pay as well as equal terms and conditions. By virtue of the legislation, a female has an implied sex equality clause in her contract of employment ensuring that her contractual terms are not less favourable than a male colleague's.
- 11. Where a female makes an equal pay claim, she must identify a real comparator, however, where there is no real comparator, she can still make a claim under sex discrimination on the basis of direct pay discrimination if she can prove that she would have received better remuneration from the employer if she was not a female.

## DIFFERENCE BETWEEN EPA AND GENDER GAP REPORTING

12. It should be noted that there is a difference between an EPA and gender pay gap reporting. The purpose of an EPA is to compare pay for females and males doing equal work, to identify differences in pay, investigate the causes of the differences, and to rectify any inequalities that cannot be justified. It also requires continuous monitoring of findings. Gender pay gap reporting on the other hand measures the difference between the average earnings for males and females.

## DATA COLLECTION

13. To conduct the audit data on gender, ethnicity, disability, age, part-time working, and pay was obtained from Clear Vision (HR Database), YJB HR records, and from YJB Finance reports for the period April 2015 - March 16.
14. It was amalgamated into one database for analysis. The database was quality checked by the Ministry of Justice's (MoJ's) Audit Services Division before it was analysed.
15. Data on non-consolidated awards (i.e. bonuses) was considered in the context of staff that were awarded 'Outstanding' performance markings. This is because although non-consolidated awards fall under the two headings of those issued as part of the performance appraisal system for staff that obtained 'Outstanding' box markings, and those issued as a 'special recognition award' by managers to reward their staff, special recognition awards could not be considered because of data limitations. Prior to April 2016, the special recognition scheme was not widely used. From April 2016 onwards it was promoted to make sure all staff and managers would be considered for an award.
16. Data on temporary responsibilities allowances (TRA) was not considered because of data limitations. Although TRA details were entered on the system end dates were not always input or updated.

## METHODOLOGY

### Symbols Used

17. Where numbers totalled have been less than 5 they have been marked with a # to ensure people cannot be identified from the data. This is in line with analytical reporting conventions. Where there was no comparator for analysis a dash (-) has been used to confirm the lack of data.

### Data Analysis

18. In line with best practice and to identify pay gaps, the average pay was calculated on the basis of:
  - gender,

- ethnicity,
- part-time working; and
- age

19. A positive percentage figure shows that the targeted group had lower pay or bonuses than the comparator group, whereas a negative percentage figure shows that the comparator group had lower pay or bonuses than the targeted group.

20. Performance markings had an impact on pay for the reporting period and so were also considered to establish if they were equitably awarded with respect to ethnicity, gender, grade, and age group.

## **WORKFORCE OVERVIEW**

The YJB employed 191 staff in the period 1 April 2015 to 31 March 2016. The tables below give a broad breakdown of staff by disability, gender, gender and grade, age, ethnicity and part time working hours.

A more detailed breakdown and analysis of the data will be provided later in the section headed Analysis and Tables on page 10.

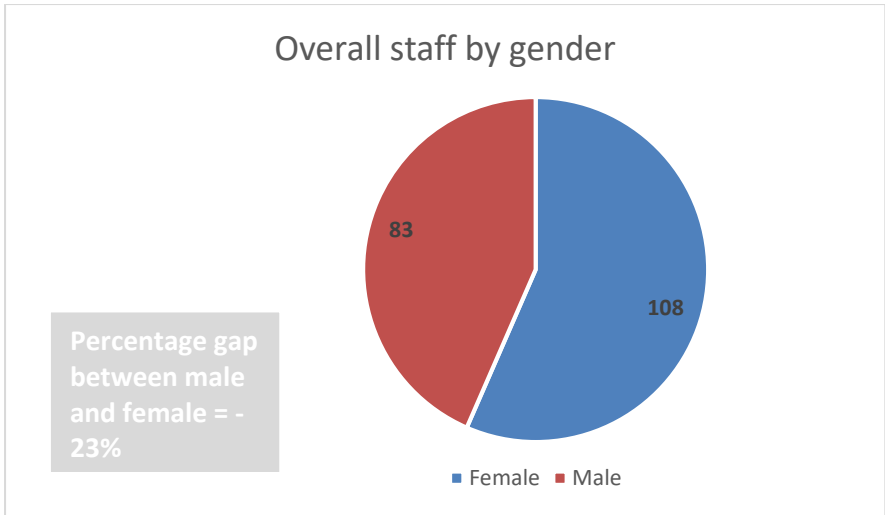
### **1) Disability**

Given the very low number of staff with a declared disability, disability is not included in the analysis of the audit. Staff have been asked to update their details on YJB systems therefore it is anticipated that there will be sufficient data for disability to be considered in subsequent EPAs.

### **2) Overall Staff by Gender**

The YJB employed more women than men in the period 1 April 2015 to 31 March 2016. The breakdown is shown below.

<b>Female</b>	<b>Male</b>	<b>Grand Total</b>
<b>108</b>	<b>83</b>	<b>191</b>

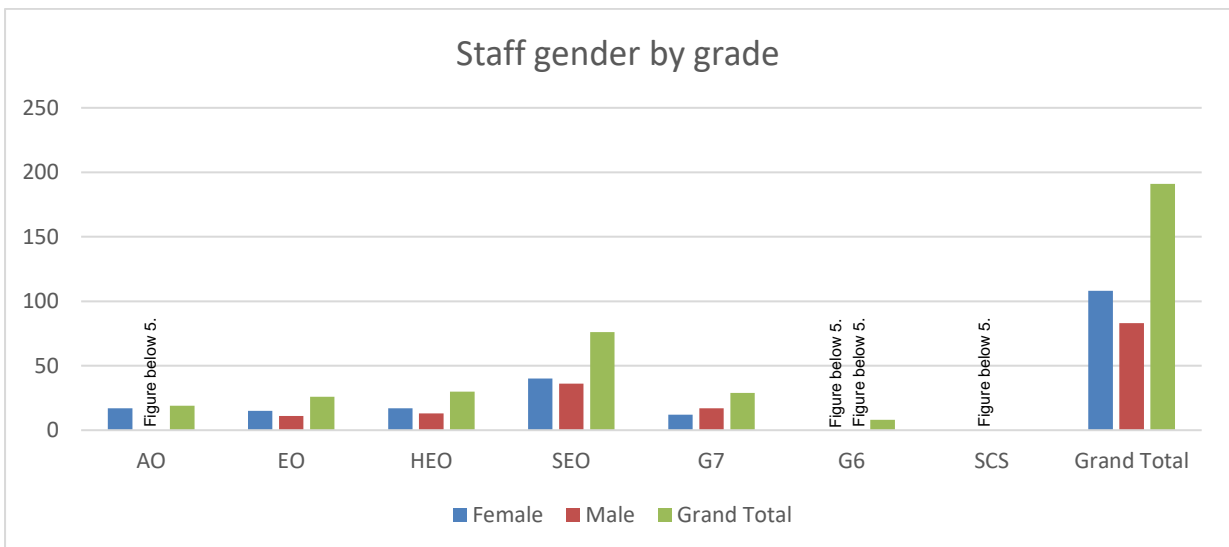


### 3) Staff by Gender and Grade

The YJB employed 191 staff in 7 grades (SCS being the highest paid and AO the lowest) as at 31 March 2016. The split of employees by gender and grade is shown overleaf.

Looking at individual grades, in the grades AO to SEO and SCS the number of females exceeded males, but in G7 the number of males exceeded females.

Grade	Female	Male	Grand Total
AO	17	#	19
EO	15	11	26
HEO	17	13	30
SEO	40	36	76
G7	12	17	29
G6	#	#	8
SCS	#	-	#
<b>Grand Total</b>	<b>108</b>	<b>83</b>	<b>191</b>



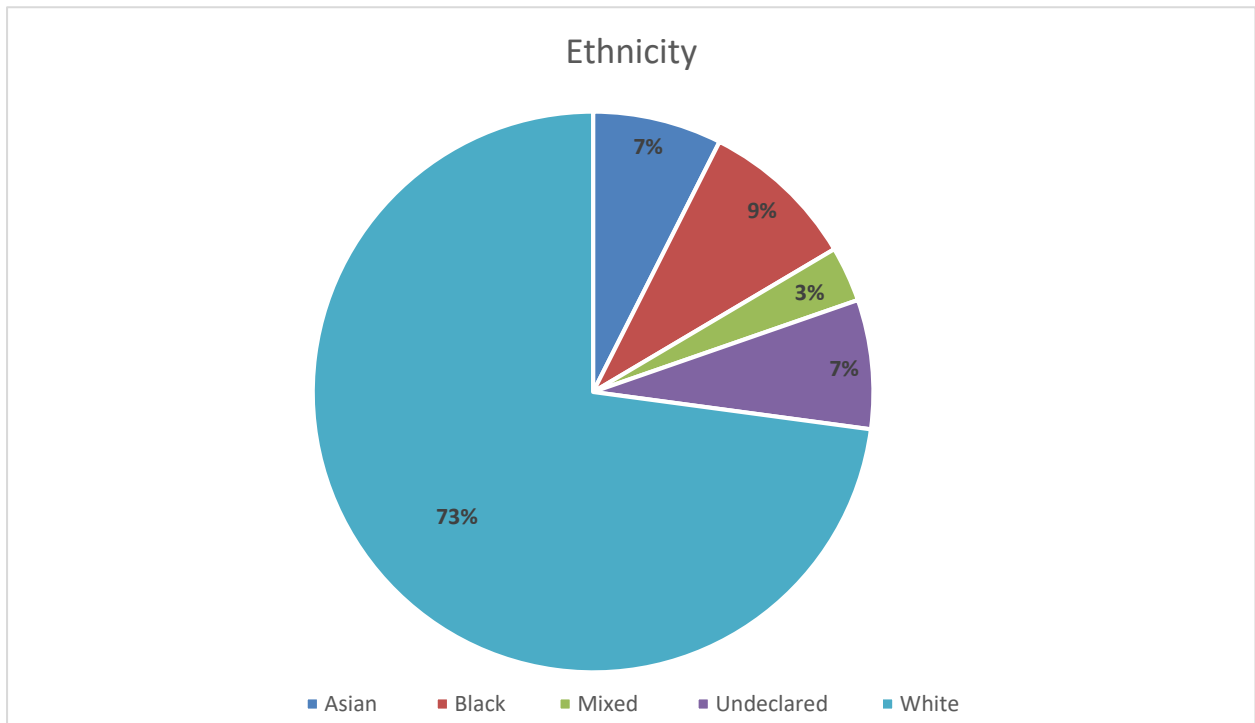
#### 4) Staff by Gender, Grade and Location

In both London and Nationally (i.e. national, excluding London based), the YJB had more female than male staff.

	London		National		
Grade	Female	Men	Female	Male	Grand Total
AO	14	#	#	-	19
EO	12	10	#	#	26
HEO	17	13	-	-	30
SEO	21	17	19	19	76
G7	8	10	4	7	29
G6	#	#	#	#	8
SCS	#	-	-	-	#
<b>Grand Total</b>	<b>78</b>	<b>55</b>	<b>30</b>	<b>28</b>	<b>191</b>

#### 5) Ethnicity

Approximately a total of 8% (14 staff) did not declare their ethnicity. 73% (140 staff) declared their ethnicity as White, and 19% (37 staff) declared their ethnicity as Black, Asian or Mixed (BAME).





<b>Ethnicity</b>	<b>Total</b>
Asian	14
Black	17
Mixed	6
Undeclared	14
White	140
<b>Grand Total</b>	<b>191</b>

## 6) Staff by Age Groupings

The age bracket of 50-54 had the greatest number of staff with a total of 30. This was followed closely by the 35-39 and 40-44 age brackets with a total of 29 and 28 respectively. The age brackets 25-29, 30-34 and 24-49 also had similar numbers at 21, 24 and 22. The total number of staff aged 60 and above was 15. The age group 55-59 totalled 15, whilst ages 20-24 totalled 7.

<b>Age Band</b>	<b>Total</b>
Age between 20 and 24	7
Age between 25 and 29	21
Age between 30 and 34	24
Age between 35 and 39	29
Age between 40 and 44	28
Age between 45 and 49	22
Age between 50 and 54	30
Age between 55 and 59	15
Age between 60 and 64	10
Age between 65 and 69	#
Age 70 and Over	#
<b>Grand Total</b>	<b>191</b>

## 7) Staff by Grade, Gender and Part-time Working

The total number of staff working part-time hours (i.e. less than 36 hours in London, and 37 Nationally) was 14. It is noted that YJB flexible working policies allow staff greater flexibility and work life balance without the need for a reduction in working hours.

	<b>Female</b>	<b>Male</b>	<b>Grand Total</b>
<b>Grade</b>	<b>Part Time</b>	<b>Part Time</b>	
A0	#	-	#
E0	#	-	#
G7	#	#	#
HE0	-	#	#
SEO	#	#	7
<b>Grand Total</b>	<b>9</b>	<b>5</b>	<b>14</b>

## ANALYSIS AND TABLES

This section considers the gaps in gender, ethnicity, age and part-time working. It also looks at performance markings by grade, gender, and age, because during the period under analysis performance markings had an impact on the award of non-consolidated bonuses. Disability is not included in the analysis because of the low number of staff with declared disabilities.

For this EPA, the EHRC guidelines were followed when analysing the data. Where there was a differential gap of 5% or above it was classified as a potentially significant gap that needs further consideration to establish the reasons for it. Data was also analysed for any patterns but there were none identified.

The median (middle) and mean (i.e. average) pay figures were both considered when looking at the pay gaps for gender and grade, however for the purposes of this EPA the average figures were used for the analysis.

### GENDER GAP ANALYSIS

#### 1) Overall Average pay gap by Gender (Table A)

Although the number of females in the YJB exceeds males at a ratio of 108 to 83, the average male salaries were higher than the female when considering all grades across the organisation.

The table below shows that the average salary for males is 7.6 % higher than the average salary for females. It is higher than the EHRC indicator of 5%. When looking at work of equal value, defined as within each grade, the gap is significant only in one of the grades.

Female	Male	Percentage Gap
£38336	£41,511	7.6 %

#### 2) Average pay gap by Gender and Grade (Table B)

	Female	Male	Grand Total	Percentage GAP
AO	£ 22,740	£22,740	£ 22,740	0.0%
EO	£ 26,576	£27,824	£ 27,104	4.5%
HEO	£ 33,413	£30,618	£ 32,202	-9.1%
SEO	£ 39,601	£41,781	£ 40,634	5.2%
G7	£ 55,005	£54,149	£ 54,503	-1.6%
G6	£ 65,359	£67,777	£ 66,568	3.6%
SCS	£ 93,833	-	£ 93,833	-
Grand Total	£ 38,336	£41,510	£ 39,715	7.6%

Only the SEO gap is above the 5% EHRC indicator of a significant gap and would require further investigation.

A closer analysis of the gaps by each grade to consider work of equal value, reveals that in some of the grades females had higher average pay than males. The full time average salary for a male HEO was -9.1% lower than that of a female, whilst it was -1.6% less for male G7s compared with female G7s. There were no male SCS so a comparison was not made. For the

grades EO and SEO where males earned more on average than their female counterparts, the gap was 4.5% and 5.2% respectively. For G6 although average pay for males was 3.6% higher than that for females, it falls below the EHRC indicator. In the AO grade both genders had equal pay.

### 3) Average Pay gap by Gender, Grade, and Location (Table C)

Grade	London			National		
	Female	Male	Percentage Gap	Female	Male	Percentage Gap
AO	£ 22,740	£ 22,740	0.0%	£19,146	-	-
EO	£ 27,920	£28,238	1.1%	£21,200	£ 23,695	10.5%
HEO	£ 33,413	£30,619	-9.1%	-	-	-
SEO	£ 40,998	£41,095	0.2%	£38,058	£ 42,395	10.2%
G7	£ 56,507	£55,952	-1.0%	£52,003	£ 51,574	-0.8%
G6	£ 66,485	£ 69,574	4.4%	£ 61,981	£ 62,389	0.7%
SCS	£93,833	-	-	-	-	-
Grand Total	£ 38,659	£ 39,868	3.0%	£37,497	£ 44,736.	16.2%

Although the average salary for males was higher than females in London this was below the EHRC 5% indicator. Nationally, the gap was 16.2% with the males earning more than females. The grades requiring further investigation are National EO (10.5%) and National SEO (10.2%).

Closer analysis shows that in some grades females had a higher pay than males. In London females in grades HEO and G7 earned more than males by -9.1% and -1.0% respectively. Nationally female G7s earned more than their male counterparts with a gap of -0.8%. There were no SCS males.

In London, the average salary for males in the G6, SEO and EO grades was higher than the average salary for females, however, the percentage gaps were not significant (i.e. 4.4%, 0.2%, and 1.1%).

Nationally, there were no male AOs. There were also no HEOs for both genders. The average salary for female G7s was -0.8% higher than the average salary of male G7s, whilst in G6 the average male salary was 0.7% higher than the average female salary. These were not significant gaps for these grades. However, it is already noted, there were significant gaps in the EO and SEO grades at 10.5% and 10.2% respectively, with the average salary for males being higher than the average salary for females. In the EO grade, although there were similar lengths of service between both genders, the reason for the high gap is because on average males had been in the grade much longer than females. Also, whilst 33% of females had just been promoted into the grade, for males it was only 9%.

## ETHNICITY GAP ANALYSIS

### 1) Overall Staff numbers by Ethnicity (Table D)

BAME	Undeclared	White	Grand Total
37	14	140	191

In the YJB white staff outnumber BAME staff particularly in the higher grades. However, the gap analysis is impacted by the number of people that did not declare their ethnicity.

When compared alongside the overall BAME representation of England and Wales which was 14% in the 2011 Census (ONS Article: Ethnicity and National Identity in England and Wales: 2011), BAME staff in the YJB are better represented. They make up 19% (37) of total staff in the YJB where ethnicity is known.

It is also worth considering that in 2016, 11.2% of civil servants were from an ethnic minority, however, only 7% of senior civil servants were from an ethnic minority. (Source: Institute for Government Analysis (IfG) report - 2017 Whitehall Monitor).

In summary, when comparisons are made between the BAME representation in the YJB and the wider civil service, as well as the BAME representation of England and Wales as per 2011 census, the YJB's figures are encouraging, however there is still significant room for improvement, particularly in the lack of representation at higher grades.

### 2) Ethnicity by Grade (Table E)

Grade	BAME	UNDECLARED	White	Grand total
AO	6	#	11	19
EO	10	#	15	26
HEO	9	#	18	30
SEO	10	6	60	76
G7	#	#	25	29
G6	-	-	8	8
SCS	-	-	#	#
Grand Total	37	14	137	191

BAME staff are under-represented in the higher grades and the YJB is taking steps to address this, through the use of MoJ development programmes and external secondments.

### 3) Overall Average Pay Gap by Ethnicity (Table F)

BAME	Undeclared	White	Percentage Gap
£33456	£37657	£41576	19.5%

The overall organisational pay gap between BAME and white staff is 19.5% with the average salary for white staff being higher than the average salary for BAME staff. Without SCS salaries included in calculation the gap reduces to 17.3%. The reason for this may be due to the higher proportion of white employees at higher bands as evidenced in Table F.

When reviewing work of equal value a significant gap for the target group was found only in the HEO grade.

#### 4) Average Pay Gap by Ethnicity and Grade (Table G)

Grade	Undeclared	BAME	White	Percentage Gap
AO	£22,740	£22,740	£22,740	0.0%
EO	£ 28,212	£28,719	£ 25,954	-10.7%
HEO	£31,432	£31,029	£32,918	5.7%
SEO	£ 43,525	£ 40,149	£40,426	0.7%
G7	£ 49,027	£ 66,742	£ 53,963	-23.7%
G6	-	-	£ 66,568	-
SCS	-	-	£93,833	-
<b>Grand Total</b>	<b>£ 37,657</b>	<b>£ 33,456</b>	<b>£41576</b>	<b>19.5%</b>

Closer analysis of each grade to determine work of equal value, shows that in the AO grade the earnings for BAME and White staff were equal. The average salary for White staff in the grades EO and G7 was lower than the average salary for BAME staff by significant percentages (-10.7% and -23.7%). This is because in the EO grade most BAME staff had been in the grade much longer than their White counterparts. The number of White EOs exceeded that of BAME EOs by 50%, therefore, their total average salary would be less than BAME staff's average pay. The same applied to the G7s where the higher number of white staff in comparison to BAME staff resulted in a lower average pay for White staff.

In G6 and SCS there were no BAME staff. In the HEO grade the average salary for White staff was 5.7% higher than the average salary for BAME staff. This is above the EHCR indicator. Further investigation is required to establish the reasons for the high percentage gap and what can be done to close it. The gap in the SEO grade was 0.7%. This is not a significant gap.

## AGE GAP ANALYSIS

Career progression in the YJB is determined by fair and open competition using the Civil Service recruitment protocols as such staff can apply for roles irrespective of their age if they can demonstrate that they have the relevant competencies. This is evidenced by the mix of various age groups amongst the grades shown in the upcoming tables. The low numbers of staff aged 20-24 and 60 to 70 is noted.

### 1) Age by Grade (Table H)

Age Band	Grade							Grand Total
	AO	EO	HEO	SEO	G7	G6	SCS	
Age between 20 and 24	#	#	#	-	-	-	-	7
Age between 25 and 29	5	#	8	5	-	-	-	21
Age between 30 and 34		#	7	9	#	#	-	23
Age between 35 and 39	#	#	#	17	#	#	#	29
Age between 40 and 44	#	#	#	7	11	#	#	27
Age between 45 and 49	#	#	#	9	#	#	-	22
Age between 50 and 54	#	6	#	11	#	#	-	30
Age between 55 and 59	#	#	-	9	#	-	-	15
Age between 60 and 64	#	#	-	6	-		#	9
Age between 65 and 69	-	#	-	#	#	-	-	#
Age 70 and Over	-	-	-	#	-	-	-	#
Grand Total	19	26	30	76	29	8	#	191

### 2) Average pay by Age and Grade (Table I)

Age Band	Grade							Grand Total
	AO	EO	HEO	SEO	G7	G6	SCS	
Age between 20 and 24	£22,740	£27,804	£ 29,658					£25,175
Age between 25 and 29	£22,740	£ 24,240	£ 31,234	£ 40,810				£30,492
Age between 30 and 34		£27,264	£ 33,242	£38,982	£ 51,148	£61,391	£90,000	£40,423
Age between 35 and 39	£22,740	£29,089	£32,631	£39,821	£51,478	£64,188		£39,176
Age between 40 and 44	£22,740	£28,435	£ 33,456	£42,413	£52,475	£67,480	£66,500	£ 47,251
Age between 45 and 49	£22,740	£ 24,817	£32,461	£41,220	£59,309	£ 66,212		£40,942
Age between 50 and 54	£22,740	£27,760	£ 31,393	£40,348	£56,614	£ 72,102		£ 37,516
Age between 55 and 59	£22,740	£ 28,212		£39,689	£ 58,845			£42,902
Age between 60 and 64	£ 22,740	£28,212		£42,803			£125,000	£ 45,551
Age between 65 and 69		£28,212		£42,247	£55,743			£42,112
Age 70 and Over				£ 46,137				£ 46,137
Grand Total	£22,740	£27,105	£32,202	£ 40,634	£ 54,504	£ 66,568	£93,833	£39,716

## PERFORMANCE APPRAISAL ANALYSIS

The analysis in this section only considers 'Outstanding' box markings because it attracted a non-consolidated pay award (bonus) in the reporting year.

### 1) Performance Markings by Ethnicity (Table J)

Box Marking	BAME	Undeclared	White	Grand Total
Outstanding	#	#	21	27
High Performance	25	10	88	123
Developing to High Performance	8	1	24	33
Poor Performance	1			1
Not held			7	7
Grand Total	37	14	140	191

The number of staff that achieved 'Outstanding' box markings was 14% of the total number of staff employed by the YJB in the period of analysis. As there are significantly more white staff than BAME staff, to ensure a fair comparison, a comparison was made between the percentage of white staff achieving 'outstanding' (15%), and the percentage of BAME staff achieving 'Outstanding' (8%) and the organisational achievement of 14%.

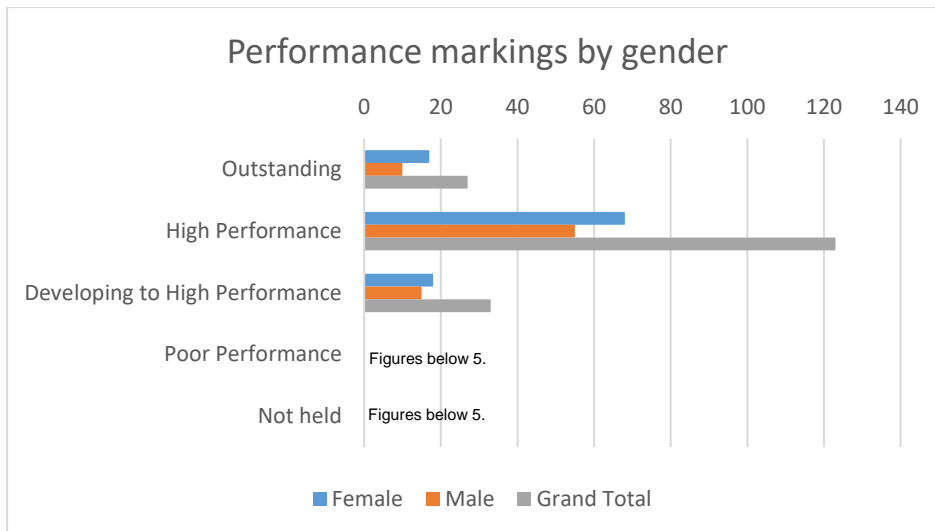
YJB is aware of the need to develop BAME staff to enable them to achieve higher performance ratings and has promoted MoJ BAME development programmes for BAME staff, it has been actively encouraging line managers to further develop their BAME staff both internally and through secondment opportunities. Managers are also now required to undertake unconscious bias training as part of their performance management preparations.

### 2) Performance Markings by Gender (Table K)

Box Markings	Female	Male	Grand Total
Outstanding	17	10	27
High Performance	68	55	123
Developing to High Performance	18	15	33
Poor Performance	-	#	#
Not held	#	#	#
Grand Total	108	83	191

Females performed better than males with a total of 17 staff out of 27 staff being awarded outstanding markings. The males had a total of 10 outstanding markings. This could be attributed to the greater number of females employed in the YJB than males.

When viewed as a percentage of total numbers of female and male staff, the figures show that 16% of females and 12% of males achieved an 'outstanding' rating, when compared to the organisational 14%.



### 3) Performance Markings by Grade (Table L)

Box Markings	AO	EO	G6	G7	HEO	SEO	SCS	Grand Total
Outstanding	#	#	#	#	6	12	-	27
High Performance	10	15	5	22	18	53	-	123
Developing to High Performance	6	10	#	#	#	9	-	33
Poor Performance	-	-	-	-	#	-	-	#
Not held	-	-	-	#	#	#	#	#
Grand Total	19	26	8	29	30	76		191

The overall number of staff awarded 'Outstanding' box markings across the grades was considered when looking at whether or not the performance marking system was biased in favour of any grade. Each grade had staff that were awarded outstanding box markings.

The number of staff marked 'Outstanding' in each grade was also considered as a percentage of the total number of staff awarded 'Outstanding' marking in the YJB. The findings are presented below.

AO	EO	HEO	SEO	G7	G6	SCS
16%	4%	20%	16%	10%	25%	-

The SEO and HEO grades have most staff hence the greater numbers of staff awarded outstanding box markings. The low attainment percentage, 4%, in the EO grade is attributed to the significant number of staff that had been recently promoted into that grade from AO and where developing into their roles. The over-representation at G6 was noted by YJB Remuneration committee with a directive given to managers to make sure that staff across all grades were given development opportunities.



#### 4) Performance Markings by Age (Table M)

The total number of staff awarded 'Outstanding' box markings across the age groups was also considered when looking at whether or not the performance marking system was biased in favour of an age group.

Age Band	Poor Performance	Developing to High Performance	High Performance	Not held	Outstanding	Grand Total
Age between 20 and 24		#	5	-	-	7
Age between 25 and 29		6	9	-	6	21
Age between 30 and 34		#	13	#	6	23
Age between 35 and 39		5	18	#	5	29
Age between 40 and 44		#	25	#	-	27
Age between 45 and 49	#	6	9	#	5	22
Age between 50 and 54		7	21	#	#	30
Age between 55 and 59		#	11	-	#	15
Age between 60 and 64		#	7	#	#	9
Age between 65 and 69		-	#	-	-	#
Age 70 and Over		-	#	-	-	#
<b>Grand Total</b>	<b>#</b>	<b>33</b>	<b>123</b>	<b>#</b>	<b>27</b>	<b>191</b>

7 out of the 11 age groupings each had staff with 'Outstanding' box markings, however, no one in the age groups 20-24, 40-44, 65-69 or 70 plus had an 'Outstanding' box marking. Further investigation would need to be conducted to establish the reasons why these age-groups did not have any 'Outstanding' box markings.

Of the remaining age groups, when viewed as a percentage of staff in each age-band that were awarded an 'Outstanding' box marking the findings are as follows:

<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>
<b>29%</b>	<b>26%</b>	<b>17%</b>	<b>23%</b>	<b>3.3%</b>	<b>20%</b>	<b>11%</b>

## PART-TIME WORKING HOURS ANALYSIS

Of the 191 staff employed by the YJB 14 worked reduced hours, 5 males and 9 females. This equates to 7% of the total staff employed by the YJB. When viewed as a percentage of part-time workers by gender, 6% of all males in the YJB worked part-time hours whilst 8% of all females worked part-time in the YJB.

### 1) Part-time staff by Gender by Grade (Table N)

Grade	Gender		
	Female	Male	Total
AO	#	-	#
EO	#	-	#
HEO	-	#	#
SEO	#	#	7
G7	-	#	#
G6	-	-	-
SCS	-	-	-
Grand Total	9	5	14

### 2) Average Part-time Pay by Gender (Table O)

Grade	Female	Male	Total Average Part-time Salary	%age Gap
Grade	Average of Part - time salary	Average of Part - time salary		
AO	16359	-	16359	-
EO	16950	-	16950	-
HEO	-	28896	28896	-
SEO	24001	22971	23658	-4.5%
G7	34972	33392	34182	-4.7%
G6	-	-	-	-
SCS	-	-	-	-
Grand Total	21955	27057	23525	18.9%

There were no male part-time workers in the AO and EO grades. In the HEO grade, there were no female part-time workers to make a comparison. Females earned more than males in the G7 and SEO grades by -4.5% and -4.7 % respectively.

Overall, the percentage gap was 18.9%, with male part-time workers earning higher average pay than females. The gap is above the EHRC indicator and is likely to be attributed to the lack of females in the HEO grade plus the fact that in the other grades there were either no male comparators, or the females earned more than the males.

## EQUAL PAY ACTION PLANS

	Issue	Action to take	Owner	Status	Progress
1	Implement Action plan	Cross organisational working group to determine reasons for the issues highlighted in this report and recommend further actions for all areas listed below:	Alex Vardon HR (AV)	Open	
2	Lack of Data	Improve Quality of Data Held for Ethnicity, Disability, TRA, Non-consolidated	AV and Equality Working Group (EWG)	Open	
3	Gender pay gap overall	Examine reasons for the overall average gap between male and female and identify actions to address	AV & EWG	Open	
3a	Gender gap by grade	Examine why there is a significant gender pay gap in SEO grades and identify actions to address	AV & EWG	Open	
3b	Gender gap by location	Examine why there is a gender gap in EO and SEO National grades and identify actions to address	AV & EWG	Open	
4	BAME overall pay gap	Confirm if the overall pay gap between BAME and white staff is attributable to lack of senior BAME staff.	AV & EWG	Open	

4a	BAME pay gap by grade	Further examine why there is a pay gap of 5.7% in the SEO grade and make recommendations on actions		Open	
5	Low number in outstanding performance ratings	Further examine why there is an unequal spread of performance ratings impacting on BAME and EO staff in particular and make recommendations on actions	AV & EWG	Open	