



Ethnicity Pay Gap Report 2023 - City of York Council

Overview

City of York Council (CYC) have chosen to take a proactive approach to voluntarily report our ethnicity pay gaps in order to build stronger relationships with our workforce and beyond through openness and transparency.

Our Ethnicity Pay Gap Report gives us an indication of how we are living up to our commitments and helps us understand where we need to make changes for the future.

This is the Council's first such report, and is for the snapshot date of **31st March 2023**.

Executive Summary

- The report analyses earnings for those declaring Other ethnicities compared to those declaring White.
- Work is taking place under the Anti Racism Action Plan.
- This report is based on the same data used in the Gender Pay Gap Report 2023 which is data taken from March 2023.
- 19% of these staff had either not submitted details as to ethnicity or had stated a preference to not say.
- These were removed from this analysis to only report on the 1,886 staff with data.
- The hourly rates of pay used for these comparisons includes all earnings.
- The number of staff declaring ethnicities other than white is very low: 57 which is 3.5% of those staff analysed.
- 7.3% of York's residents are from Other ethnicity groups.
- Details of the pay and staff within these categories are provided below.
- No bonus payments are made to staff, therefore there is no data published in relation to the mean and median ethnicity bonus gap.

Ethnicity pay gap

The ethnicity pay gaps for the two averages are:

- The **MEAN** ethnicity pay gap for the Council is **9.1%**
- The **MEDIAN** ethnicity pay gap for the Council is **4.9%**

Note: The gap for staff in a group is the [average pay for white staff – average pay for other ethnicities] That gap is then expressed as a percentage of the average pay for white staff.

Staff with Other ethnicities earn less than White staff, at both the Median and Mean.

Staff numbers

- The initial data (taken from the Gender Pay Gap report) included 2330 staff, as the ‘full pay relevant employees’¹
- There were 444 (19%) of staff removed from analysis who had not provided their ethnicity
- This report analyses the pay for the remaining **1886 staff**, as the ‘full pay relevant employees’ with ethnicity information provided
- Overall of these **96.5% of the workforce is White, and 3.5% is of Other ethnicities**
- The breakdown of categories used for White and Other ethnicities is shown in Table 4.

Pay information used

- Some staff are part time and some are in multiple roles. Where the hourly rates are different, the salaries are combined and adjusted pro-rata to provide one hourly rate. This is the rate used for comparison purposes.
- The hourly rates include all earnings, which for some CYC staff this will mean allowances such as shift or standby payments, overtime etc.

Further Analysis

Ethnicity distribution within quartiles

For this analysis all employees are divided into four groups of equal numbers in salary order, and the break points found are regardless of grade.

The ethnicity split by staff numbers within the quartiles is relatively consistent with the overall ethnicity split. The proportion of staff with Other ethnicities decreases in the higher quartiles.

Proportions of staff within earnings quartiles

Ethnicity details	Proportions of staff	
	White	Other Ethnicities
by Quartile		
LQ	96.2%	3.8%
LMQ	96.6%	3.4%
UMQ	97.2%	2.8%
UQ	97.9%	2.1%
Overall	97.0%	3.0%

Table 1

¹ As on the snapshot date there were 2413 ‘relevant employees’ (excluding school staff and councillors). 83 were removed as they did not meet the criteria for ‘full pay’ relevant employees, leaving 2330 to be analysed.

Ethnicity distribution within grades

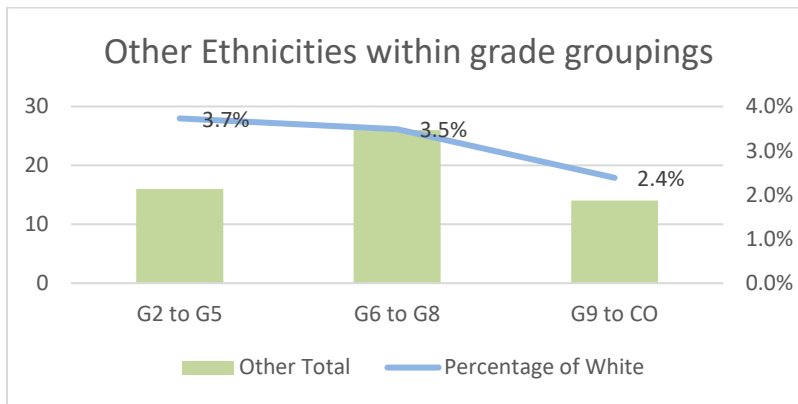
The analysis within grades looks at those staff in the CYC grade structures: grades 2-13 and the Chief Officer grades. However the numbers within Other ethnicities are too small to show data within each grade, and the proportion relative to White staff is too small to show on the same scale, therefore it is shown as a percentage line.

Proportions within grade groupings*

There were 56 staff of Other ethnicities within the CYC structures (12 grades and COs).

There was one on other terms and conditions – not included below:

Figure 1



*The profile of ethnic minority staff within grades has been combined to avoid disclosure of individual ethnic backgrounds, due to small population sizes.

Summary of data

Staff numbers

	Proportion with /without data	
Employees analysed in GPG report (basis for this analysis)	2330	
Employees removed: no ethnicity data	444	19%
Employees analysed for Ethnicity report	1886	81%

Table 2

Pay rates and gap

	White	Other Ethnicities	Pay gap
Mean Hourly Rate	17.16	15.60	9.1%
Median Hourly Rate	15.55	14.79	4.9%

Table 3

Categories represented within the figures

	White	Other Ethnicities
No of staff	1829	57
CYC Proportions	96.5%	3.5%
York residents	92.7%	7.3%
	White British White Irish White Other white background	Any other ethnic background Asian/Asian British any other Asian background Asian/Asian British Bangladeshi Asian/Asian British Indian Asian/Asian British Pakistani Black/Black British African Black/Black British any other Black background Black/Black British Caribbean Chinese or other ethnic group Chinese Mixed Any other mixed background Mixed White and Asian Mixed White and Black African Mixed White and Black Caribbean

Table 4

What is the Council doing to address the ethnicity pay gap?

The Council would like to improve the level of ethnicity reporting. It will encourage staff to report ethnicity explaining the reasons why this is helpful to the organisation and why the data is important.

The Council's anti-racism action plan approved by Executive in December 2023 can be found in the minutes [here](#).

It is recognised that systemic and institutional racism can impact on access to jobs, skills development and economic opportunity, and so any improvements made as a result of actions within that report and action plan will have direct benefits of the financial and economic wellbeing of the community.

I, Ian Floyd Chief Operating Officer, and Head of Paid Services confirm that the information in this statement is accurate.



Signed

Date 22 March 2024