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**DISABILITY 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 for our employees and citizens through the decisions that we make with our policies and practices. Narrowing the disability pay gap for NCC employees is one way in which we ensure this happens.

**Workforce representation**

Figure 1 Disability split - percentages of disabled and not disabled employees at NCC

**Pay gap**

Our pay report is based on a snapshot of pay on 31st March 2020.

The mean average pay gap for 2020 is minus 2.0%, i.e. for every pound earned by the average non-disabled employee, the average disabled employee earns £1.02. The reason that the pay gap is marginally in favour of disabled employees because they are very evenly spread throughout the organisation's quartiles, with slightly higher representation in the upper quartiles.

The median average pay gap for 2020 is minus 5.8%, i.e. for every pound that the non-disabled employee at the middle of all non-disabled earners is paid, the disabled employee at the middle of all disabled earners earns just under £1.06. The reason that disabled workers have a higher median pay is because there are far fewer disabled employees, and they are very evenly spread throughout the organisation's quartiles, with slight over representation in the upper quartiles.

**Pay quartiles**



Figure 2 Table showing percentages of disabled and not disabled employees in each pay quartile

**Our bonus payments**

The **mean bonus pay gap for 2020 is 14.0%**. The **median bonus pay gap for 2020 is 8.9%**. These figures relate to only 20 employees in the Theatre Royal Concert Hall (TRCH). The 1 disabled employee and 19 non-disabled employees represent **0.3%** and **0.3%** 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 FTE of the disabled worker is higher than the average FTE of non-disabled workers, which results in the bonus calculations skewing in favour of the disabled worker.

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.
* Staff networks continue to provide support to staff.
* Disability History Month workforce event.
* Refreshed our corporate intranet pages to enhance experience of disabled staff in accessing relevant information.
* Policies for work/life balance, including the flexible working framework, enables inclusivity.
* Representative recruitment panels are now standard practice.
* Achieved Disability Confident Employer (level 2) status. Disability Confident is a scheme designed to encourage employers to recruit and retain disabled people and those with health conditions.
* Reporting on and publishing the disability pay gap.

**What comes next**

* Apply for Disability Leader (level 3) status through the Disability Confident scheme. This will require us to record details of activities we are taking to become a Disability Confident Leader and confirm that we are taking action to report on disability. Our self-assessment will need to be independently validated before we can achieve Leader status.
* Undertake a wider programme of work around inclusion and accessibility, including the introduction of tools, guidance and workshops focused on enabling staff and managers to have good quality conversations about reasonable adjustments, inclusion and accessibility.
* Explore opportunities for reverse mentoring programme.
* Continue to work with and support the Disabled Employee Staff Network in supporting our employees.
* Continue to provide an individualised approach to supporting disabled employees transition back into the workplace post Coronavirus pandemic. Consider and respond to the needs of disabled employees where continued homeworking is recommended, particularly in terms of access to specialist equipment, furniture and reasonable adjustments.