



Equalities Mainstreaming Report
April 2021-2025

Part 3 of 3

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8. Equal pay statement

The Library recognises that all staff should receive equal pay for doing equal work of equal value, in line with the Equality Act 2010.

We have a job evaluation system that is supported by a procedure which includes clear responsibilities, the process and a briefing section providing information on the following:

- What is job evaluation
- Why we use a job evaluation system
- What we use
- The factors considered within the evaluation
- What the evaluation system does not cover
- How the evaluation system works.

The job evaluation system used has been 'equality proofed' and meets the requirements of the Equality and Human Rights Commission and is supported by the trade unions recognised by the Library.

The staff conducting the evaluations have all been trained. Every post will be evaluated by a member of the HR Team and a Trade Union representative.

We will provide guidance and support to managers where they make decisions on pay and benefits for staff.

Within this report we will cover:

- Analysis and observations of our gender, disability and ethnicity profile by grade
- Analysis of our gender profile by grade within functional business area
- Recommend actions from the analysis
- Analysis and observations from the gender pay gap.

9. Pay by protected characteristics

9.1 Gender

Average salary difference men to women by pay point 31 March 2021

Calculation = average man hourly rate less average woman hourly rate/average man hourly rate.

| Grade | Difference men to women £ | Difference men to women % |
|-------------------|---------------------------|---------------------------|
| A | 0 | 0.00% |
| B | 0 | 0.00% |
| C | -0.07 | -0.56% |
| D | 0 | 0.00% |
| E | 0 | 0.00% |
| F | 0 | 0.00% |
| G | 0 | 0.00% |
| H | -0.05 | -0.25% |
| I | -0.16 | -0.71% |
| J | -2.56 | -9.10% |
| K | 0 | 0.00% |
| L | | |
| Personal Contract | | |
| Total | -2.84 | -10.62% |

Differences at C are result of shift allowances

Differences at H are result of on-call allowances

Differences at I and J as a result of recruitment above pay point

Percentage of men and women in each pay point at 31 March 2021

| Grade | Men | Women |
|--------------------------|--------|-------|
| A | 31.3% | 68.8% |
| B | 69.2% | 30.8% |
| C | 63.6% | 36.4% |
| D | 26.7% | 73.3% |
| E | 33.3% | 66.7% |
| F | 55.6% | 44.4% |
| G | 37.5% | 62.5% |
| H | 34.9% | 67.4% |
| I | 40.0% | 60.0% |
| J | 25.0% | 75.0% |
| K | 50.0% | 50.0% |
| L | 100.0% | 0.0% |
| Personal Contract | 100.0% | 0.0% |

Men and women by pay point group at 31 March 2021

| Pay point group | Men % | Women % |
|--------------------------|--------------|--------------|
| A to E | 44.3% | 55.7% |
| F to H | 42.0% | 58.0% |
| I to L | 41.4% | 58.6% |
| Personal Contract | 100.0% | 0.0% |
| Overall | 43.5% | 56.5% |

9.2 Ethnicity and disability

On carrying out an analysis of both disability and ethnicity by grade, due to the small number of staff in the sample (less than 6 in any group), we are unable to provide the information. This is to prevent identification of anonymised individuals within the data, which would be a potential breach of the data protection legislation.

11. Occupational segregation at 31 March 2021

* The asterisk shows values of six people or less in the pay point.

| Pay Point | Administration | | Library | | Support | | Technical | | Total in Pay Point | |
|--------------------------|----------------|-----|---------|-----|---------|-----|-----------|-----|--------------------|-----|
| | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men |
| A | 0 | 0 | 0 | 0 | 9 | * | * | 0 | 11 | * |
| B | 0 | * | 0 | * | * | * | * | * | * | 9 |
| C | 15 | 0 | * | * | * | 33 | 0 | 0 | 20 | 35 |
| D | * | 0 | 17 | * | 0 | 0 | * | * | 22 | 8 |
| E | * | 0 | 31 | 16 | 0 | 0 | * | * | 40 | 20 |
| F | * | 0 | 11 | 11 | 0 | * | * | * | 16 | 20 |
| G | * | * | 17 | * | 0 | * | * | 7 | 20 | 12 |
| H | * | * | 21 | 8 | 0 | * | * | * | 29 | 15 |
| I | * | 0 | * | * | 0 | * | * | * | 12 | 8 |
| J | * | 0 | * | 0 | 0 | 0 | 0 | * | * | * |
| K | * | 0 | * | * | 0 | 0 | 0 | 0 | * | * |
| L | 0 | * | 0 | 0 | 0 | 0 | 0 | 0 | 0 | * |
| Personal Contract | 0 | 0 | 0 | * | 0 | 0 | 0 | * | 0 | * |
| Grand Total | 43 | 7 | 97 | 53 | 18 | 52 | 18 | 25 | 176 | 137 |

More women than men work in Library and Administration functions, while more men than women work in Technical and Support functions.

Appendix 1

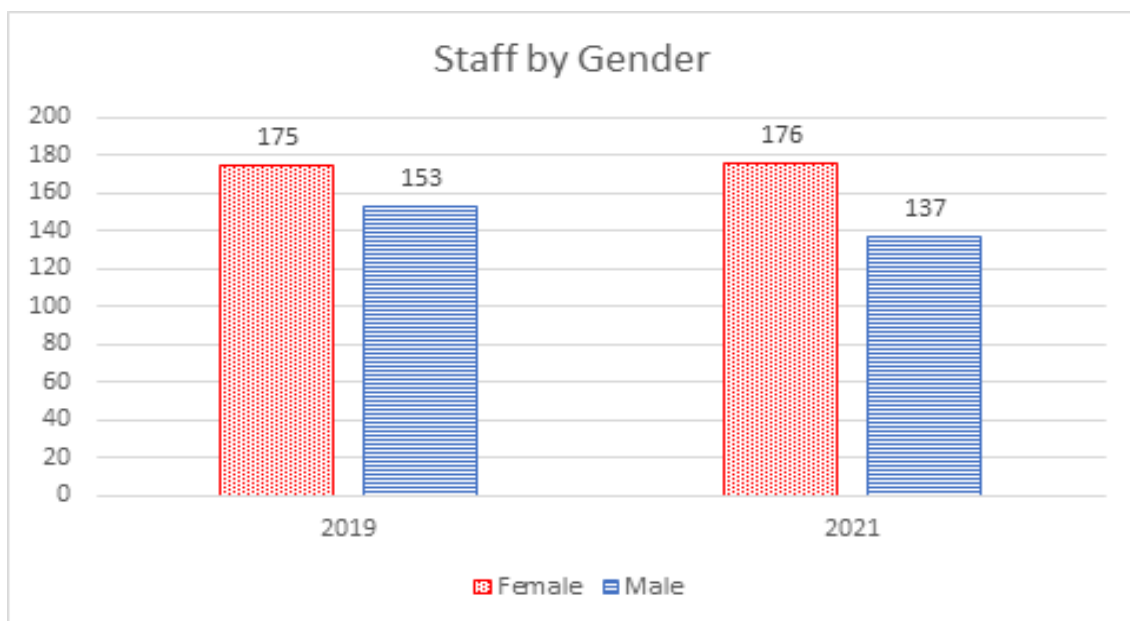
Staff data

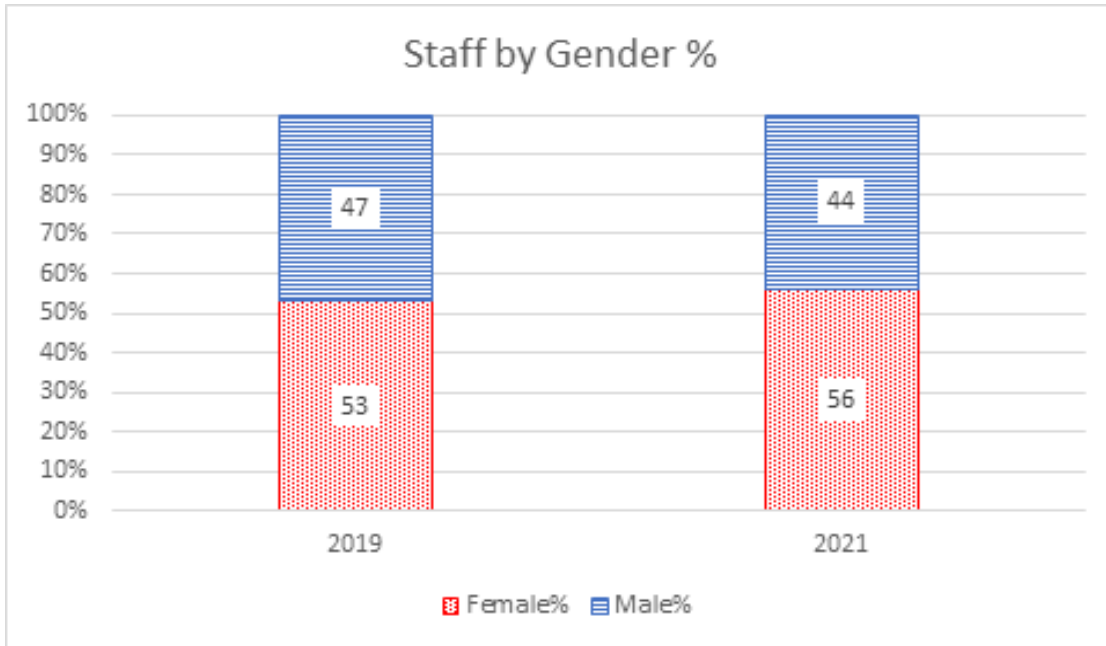
The following section provides information on our staff. Unless otherwise stated, the information on our staff has been taken from the HR Management Information System as at 31 March 2021.

Where the information states, 'not disclosed', this means the information has not been supplied and 'prefer not to say' denotes that the member of staff has chosen not to provide the information.

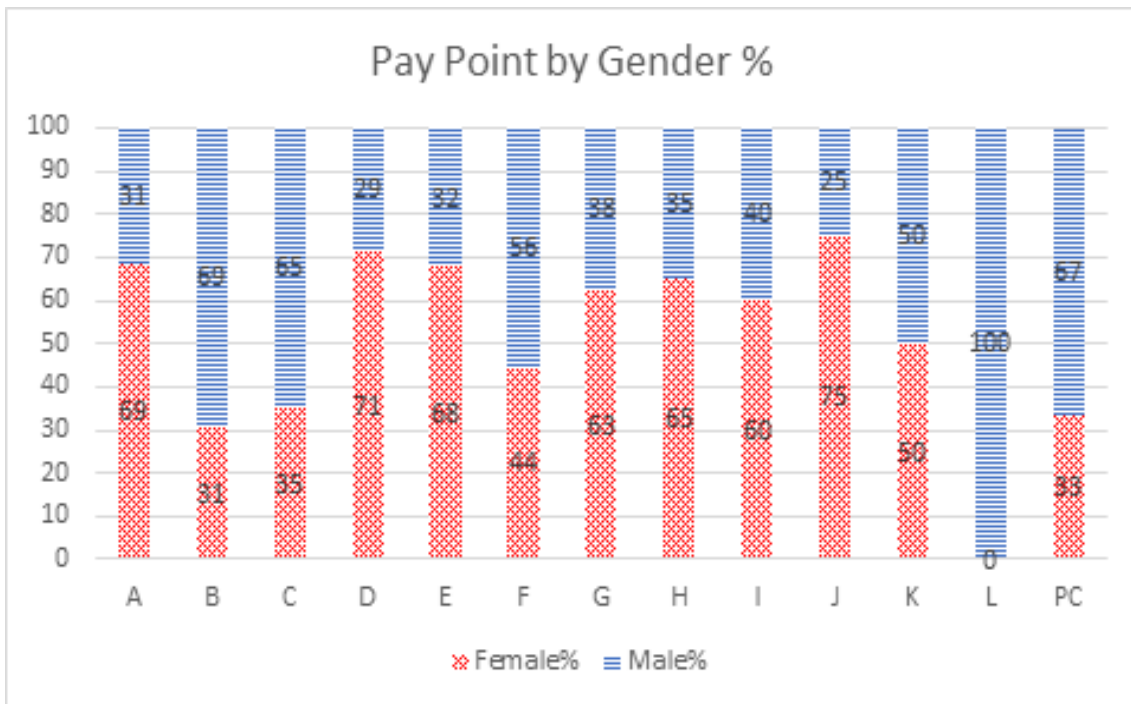
Where there is a small number of staff in a category, the categories have been combined to protect the anonymity of staff.

1: Staff by gender

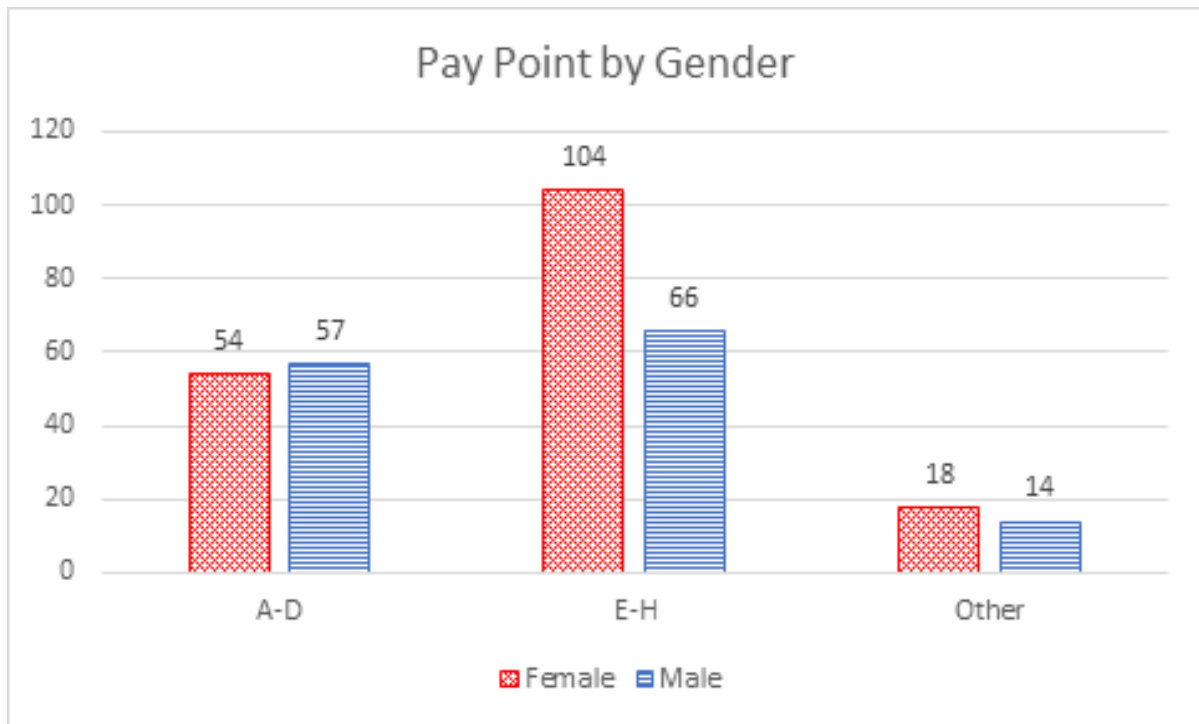




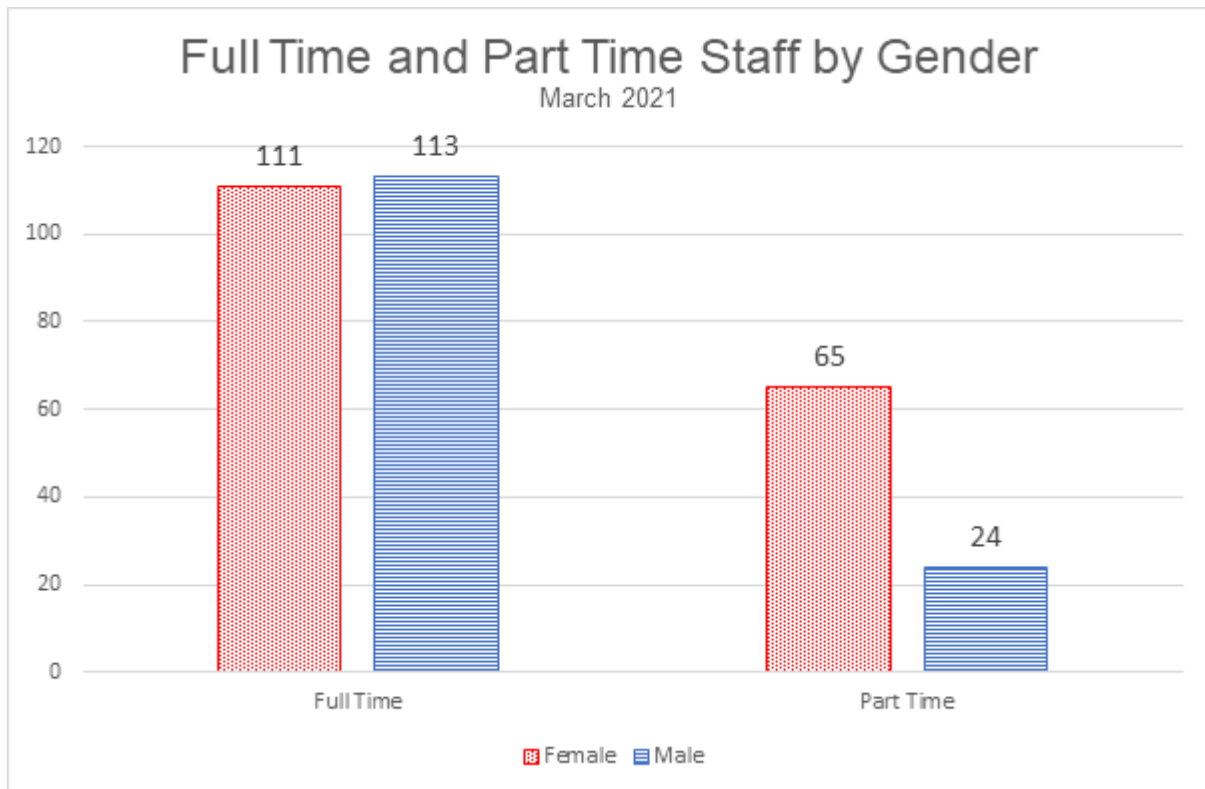
2: Pay point by gender %



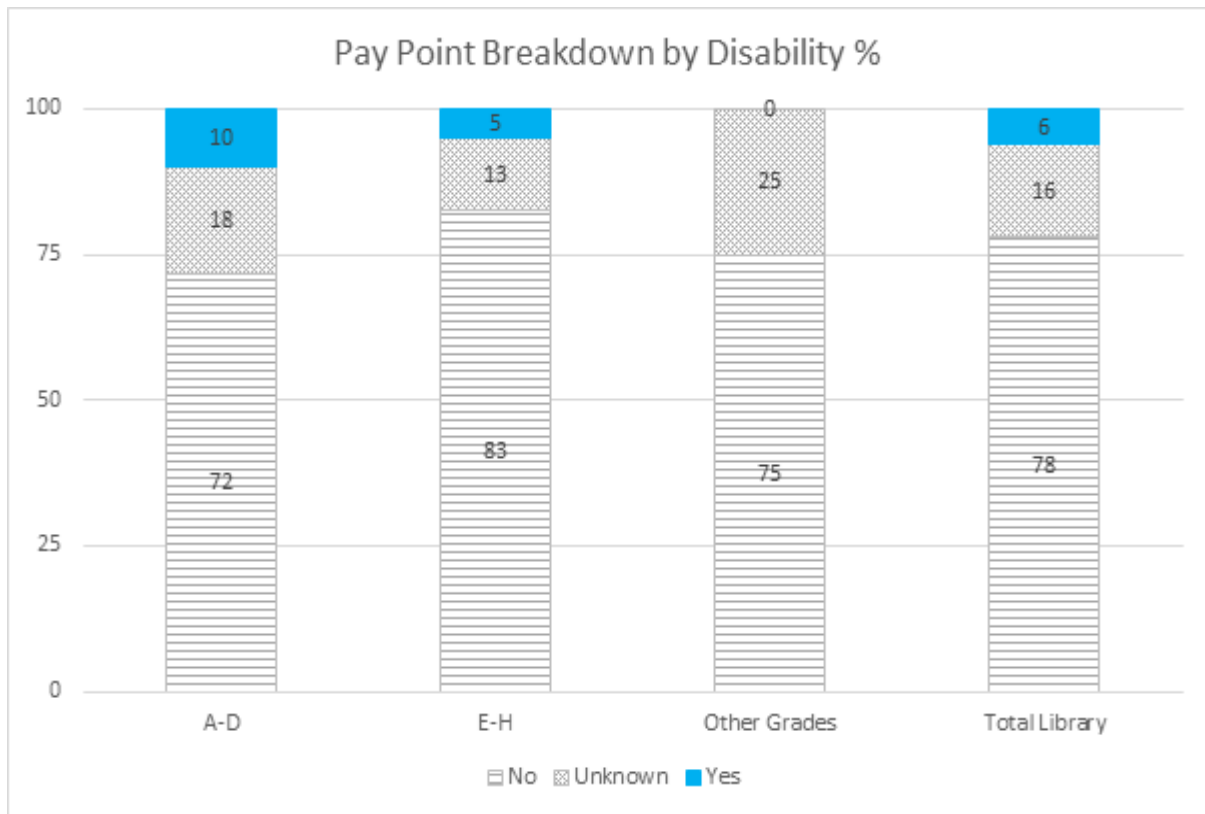
3: Pay point by gender numbers



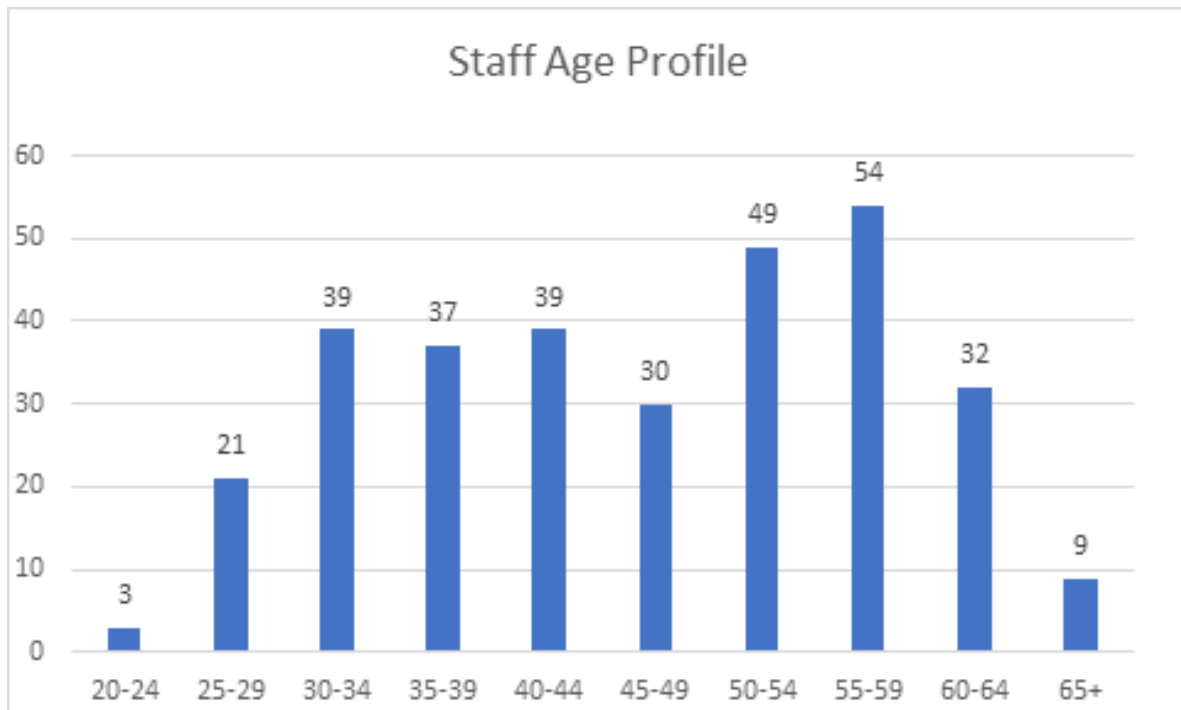
4: Full / part-time by gender



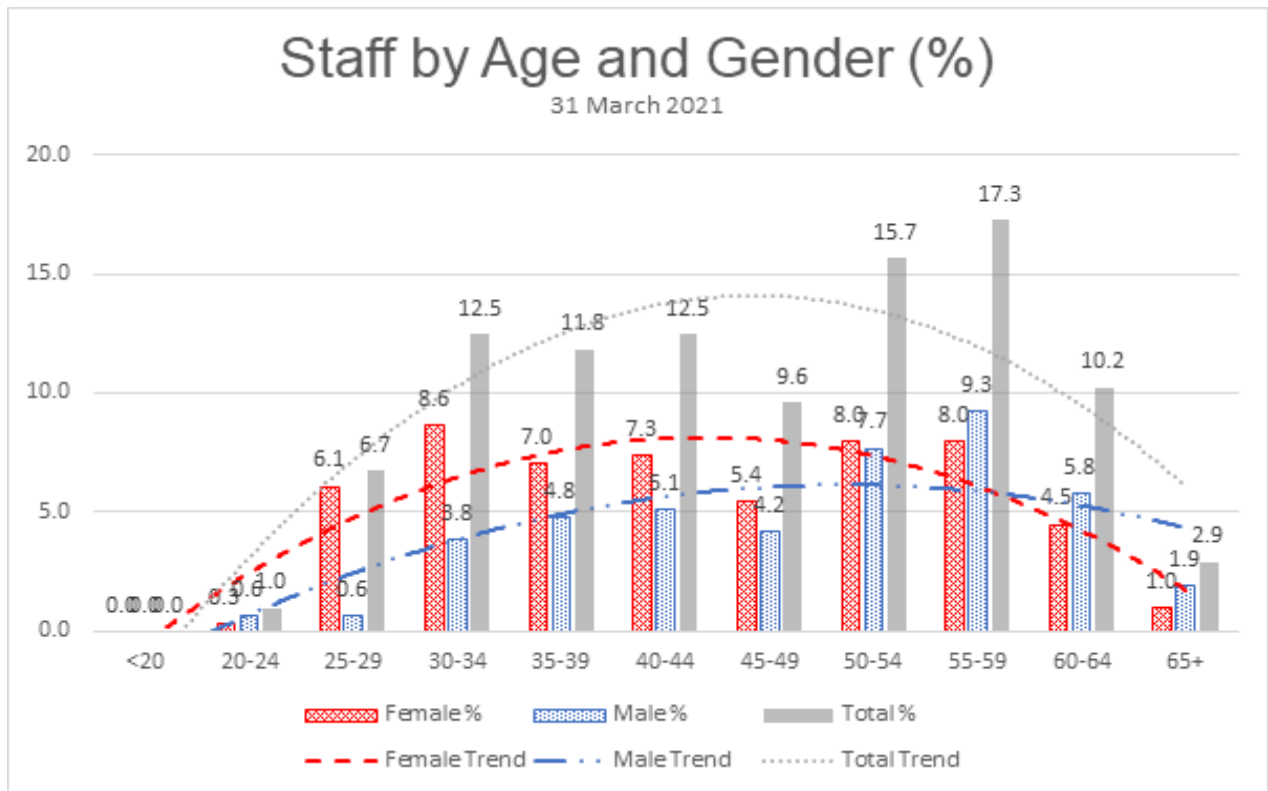
5: Disability by pay point



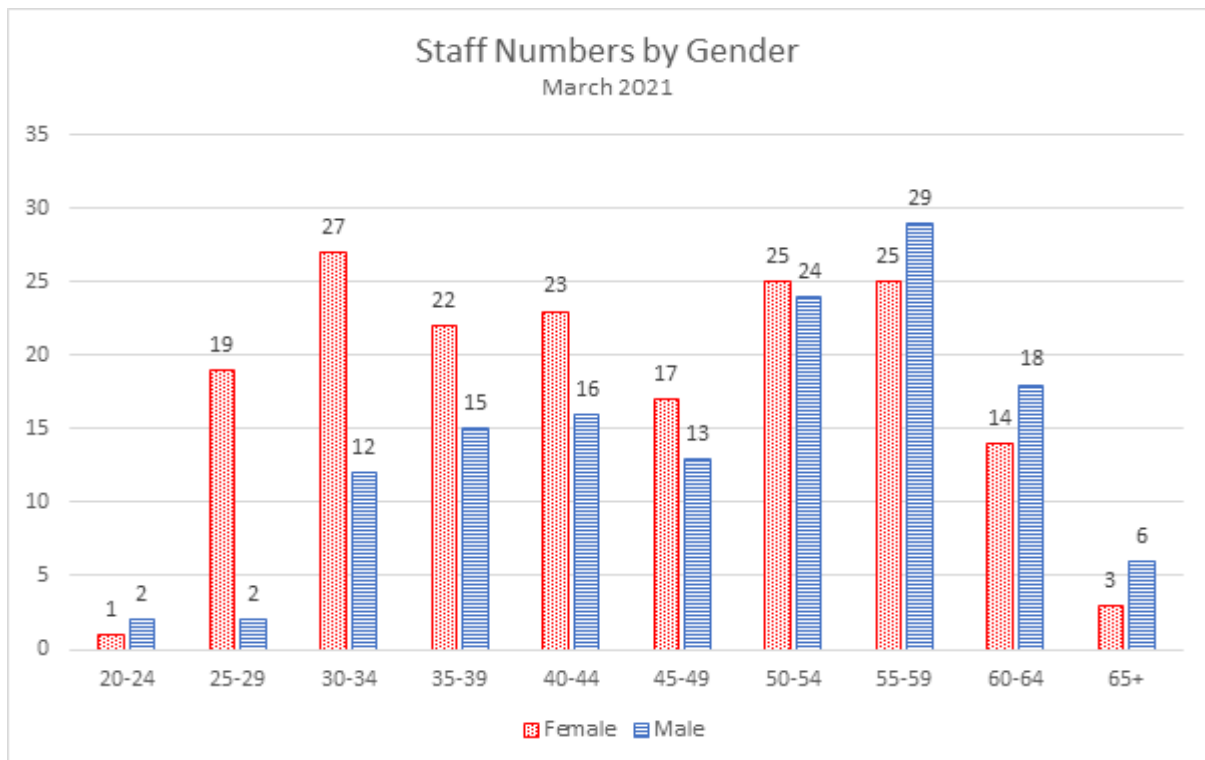
6: Staff numbers by age



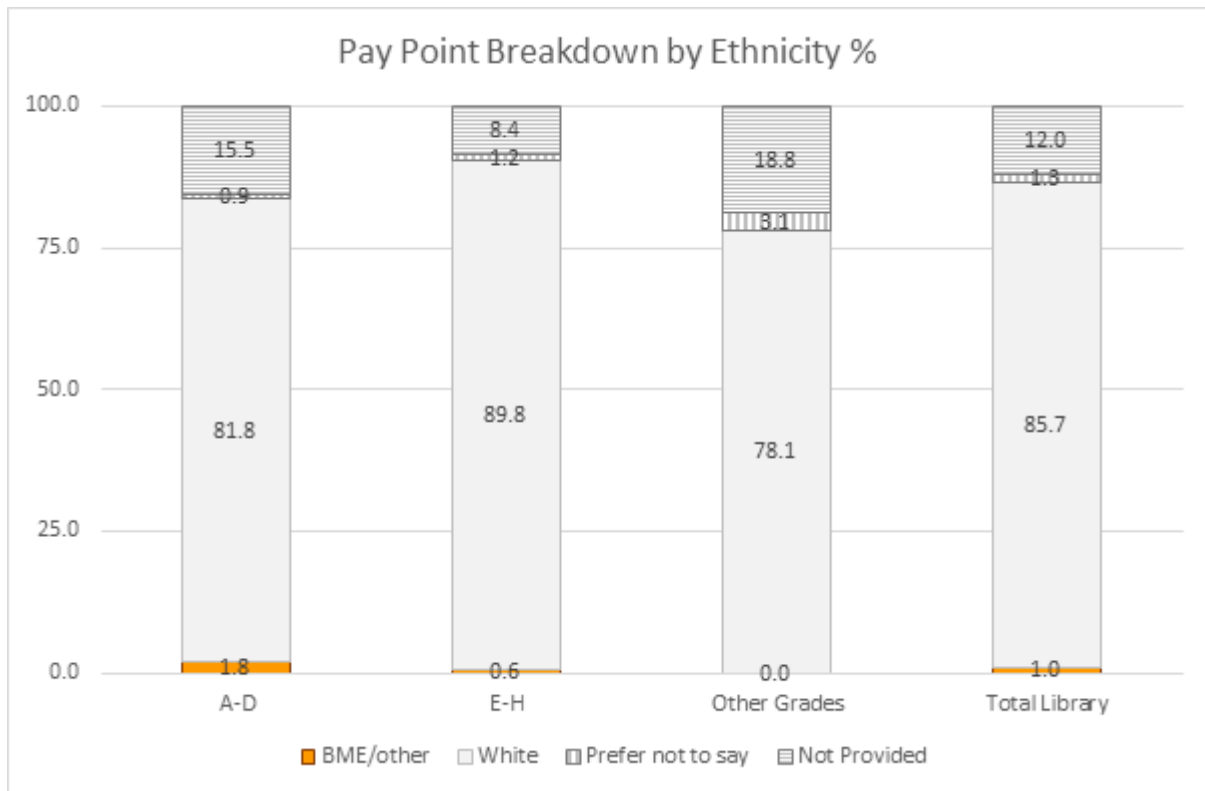
7: Staff by age range (%)



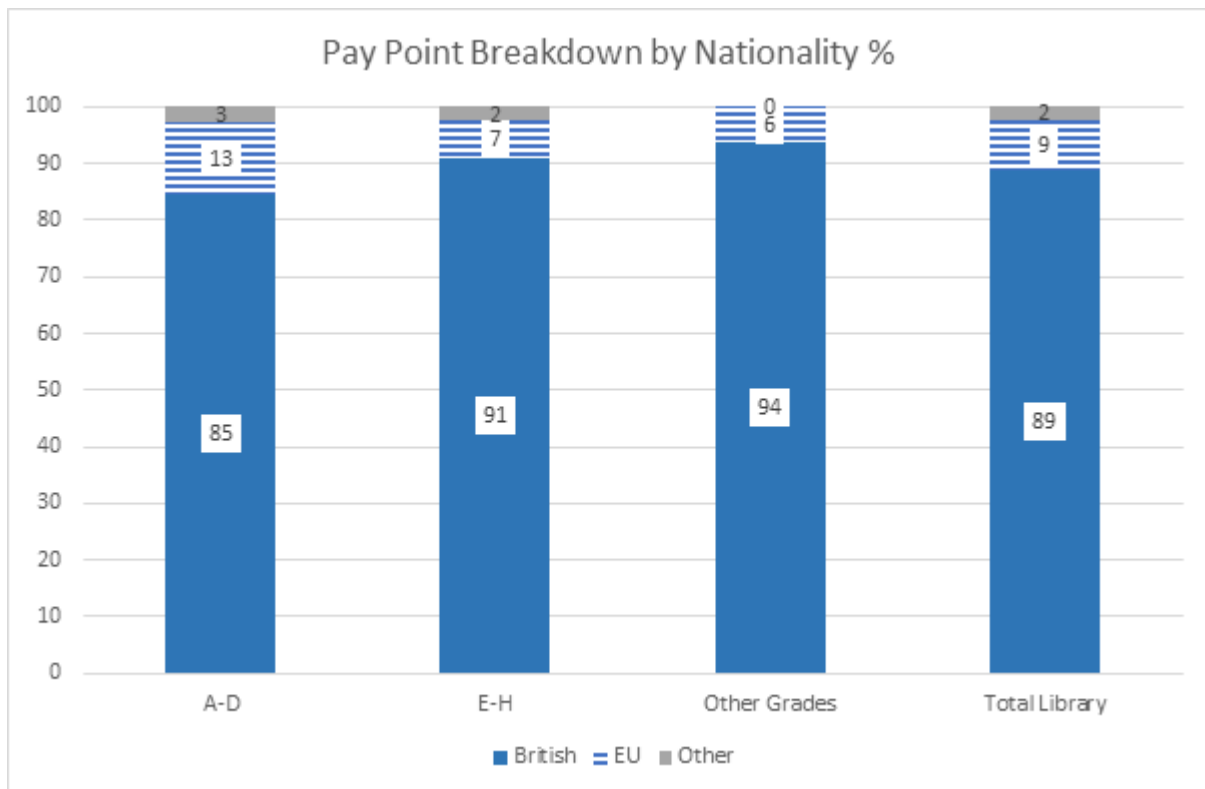
8: Staff number age by gender



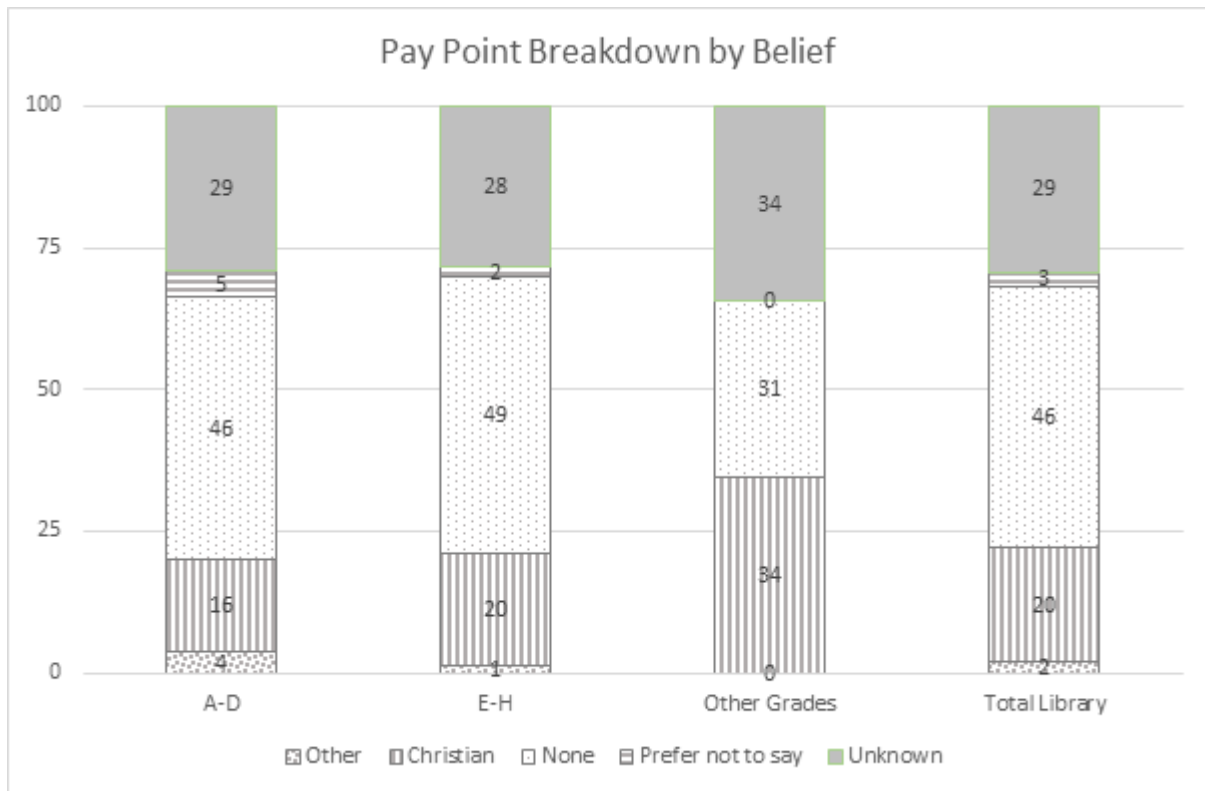
9: Ethnicity by pay point



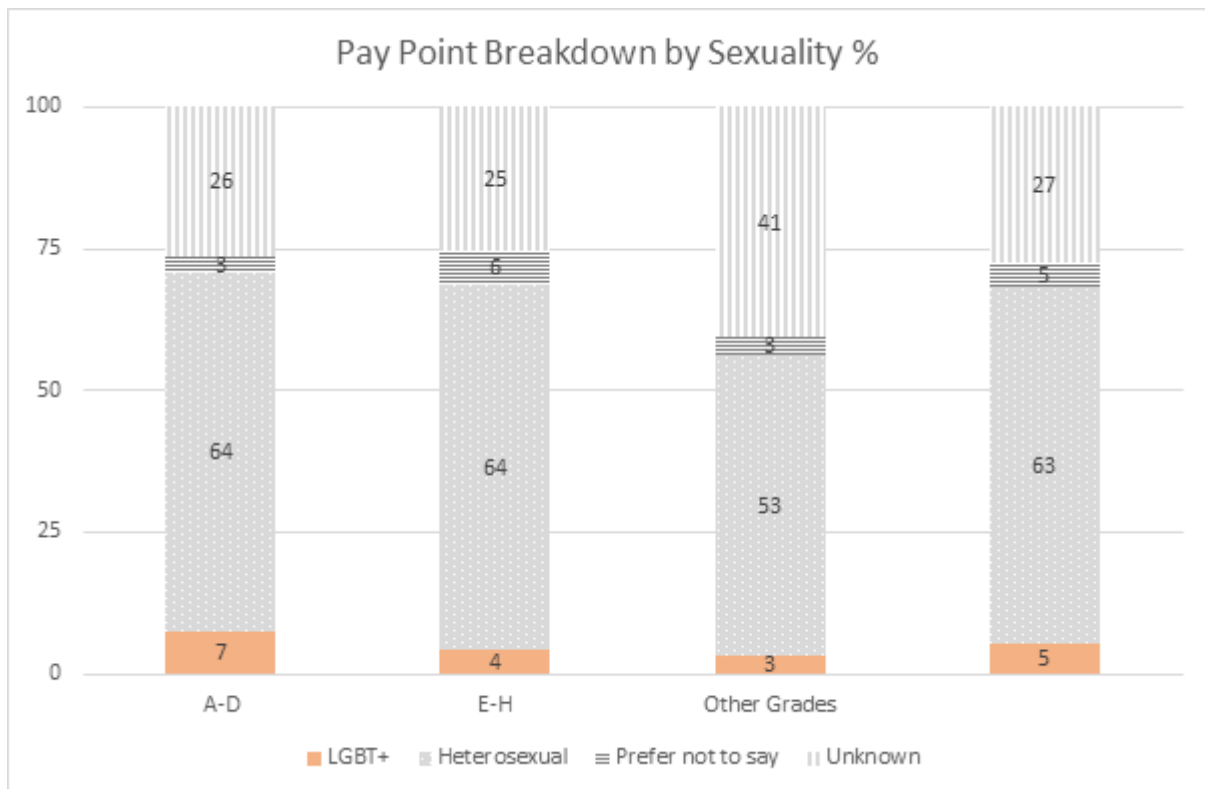
10: Nationality by pay point (%)



11: Belief by pay point (%)



12: Sexuality pay point (%)



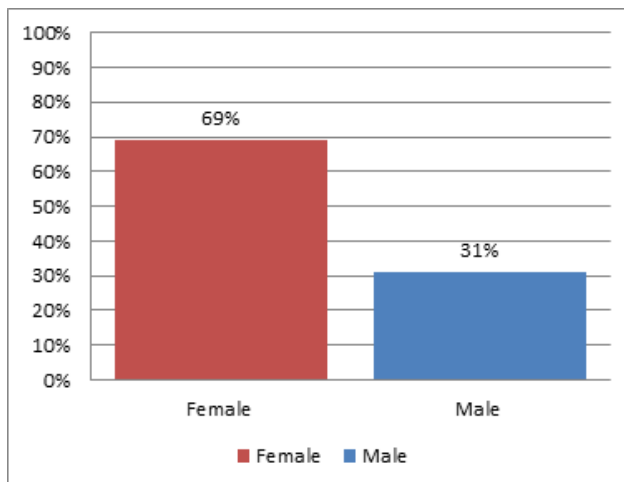
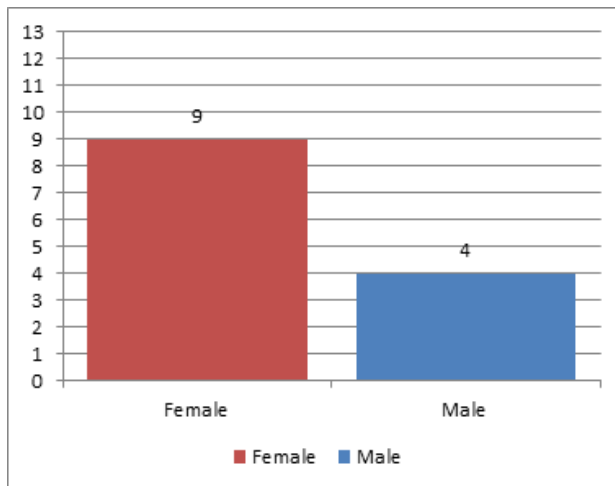
Gender reassignment

Due to the small number in this category (less than 6 in any group), we are unable to provide the information. This is to prevent identification of anonymised individuals within the data, which would be a potential breach of the data protection legislation.

Appendix 2

Board data

As at 31 March 2021, there were 13 members of the Library Board



Appendix 3

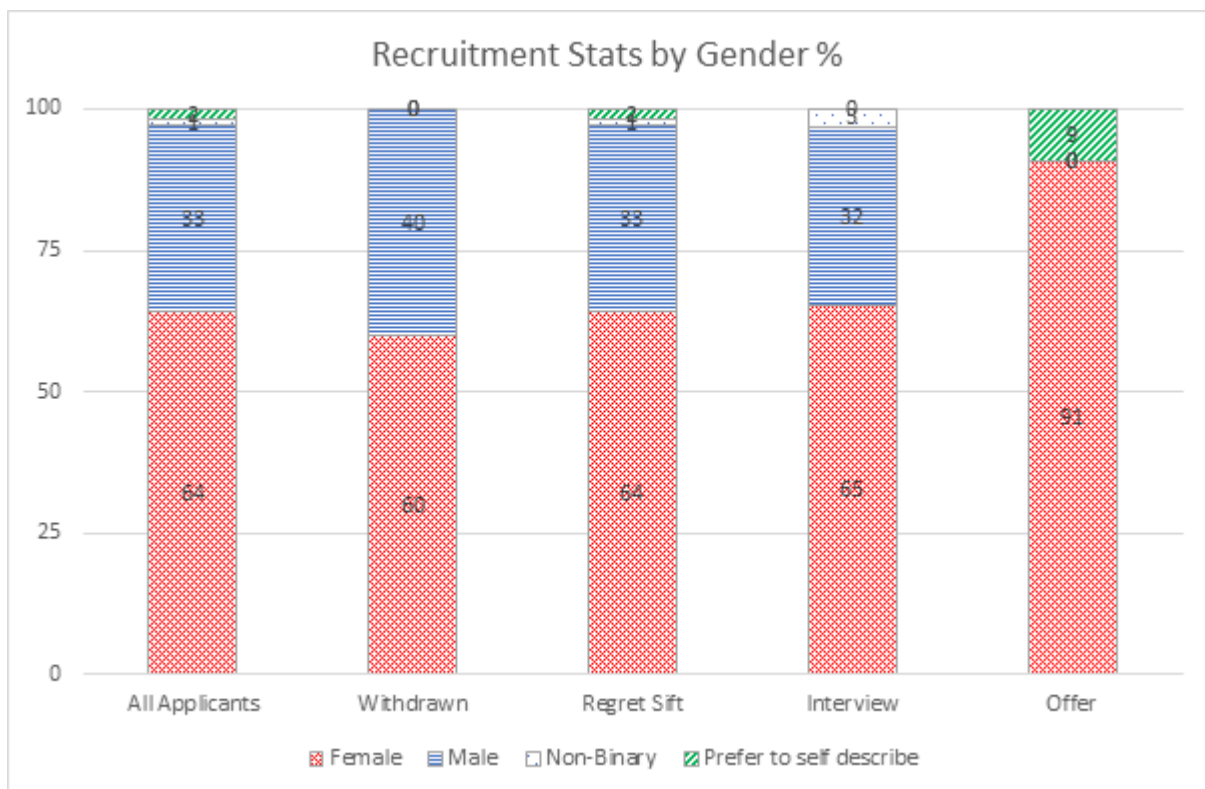
Recruitment data

Charts show the stages of recruitment, from application to successful offer, and the percentage breakdown by protected characteristic of applicants at each stage.

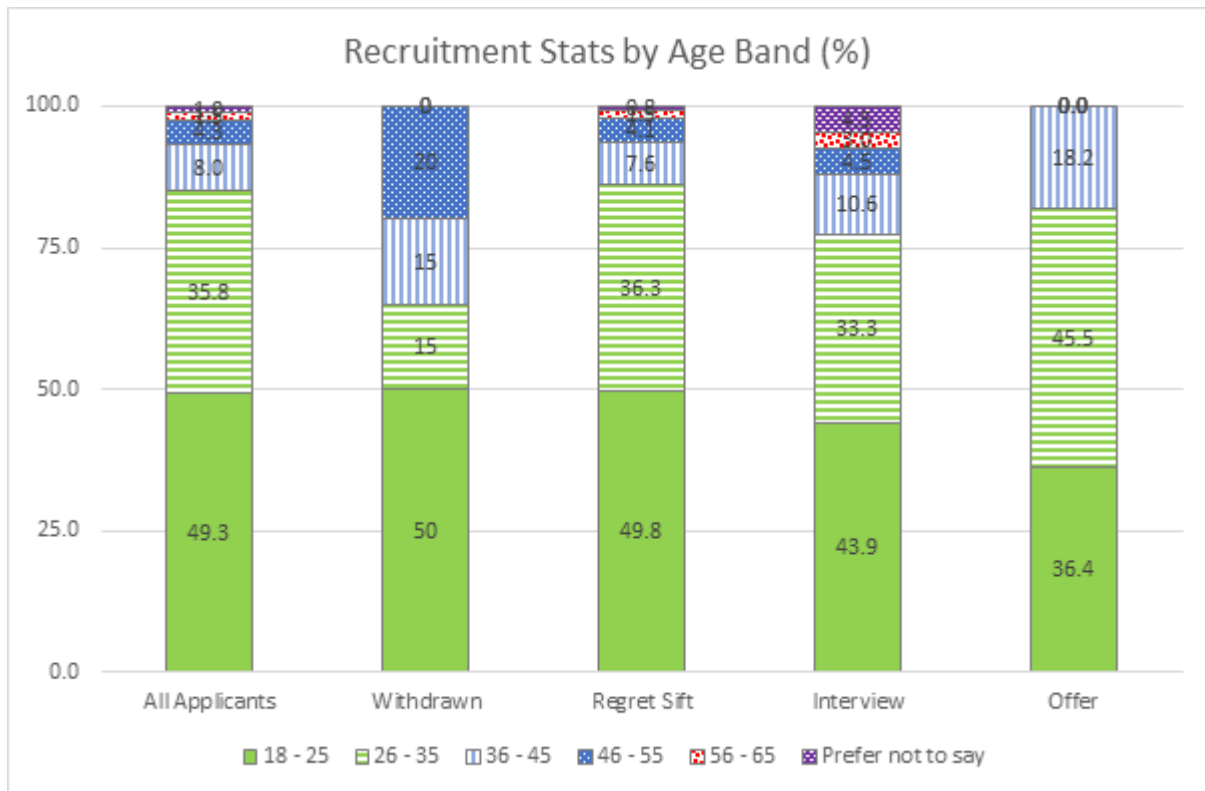
The headings are:

- All Applicants – every candidate who submitted an application
- Withdrawn – candidates who withdrew their application at any stage in the process
- Regret sift – candidates who were removed from the selection process follow assessment of their applications
- Interview – candidates who attended an interview but were not successful
- Offer – the candidates who were successful in their application.

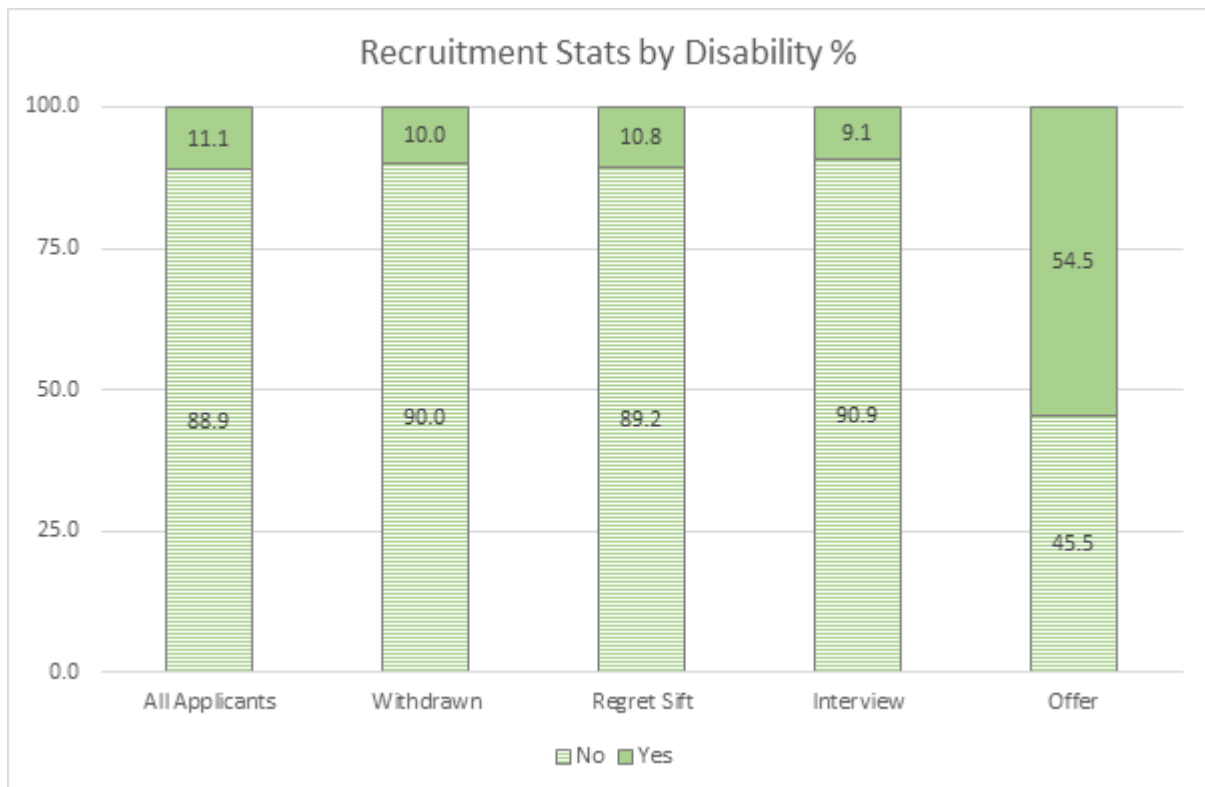
1: Gender



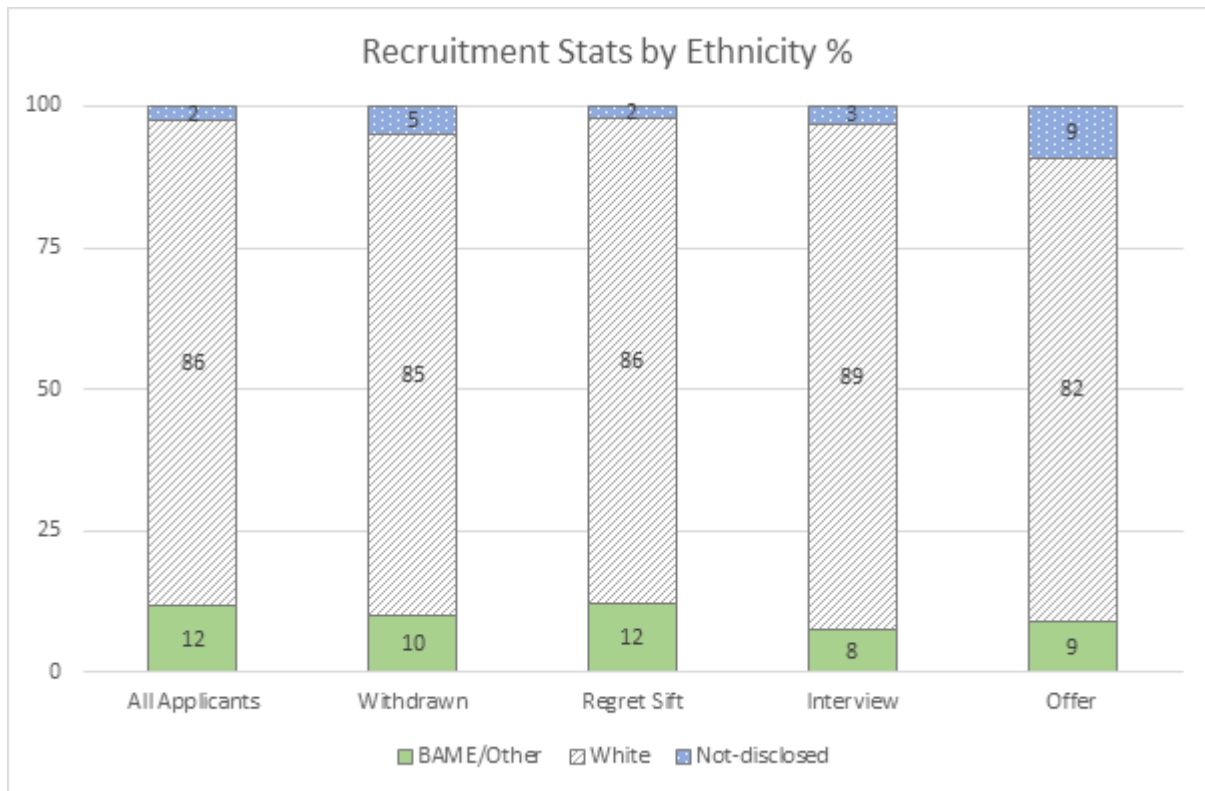
2: Age



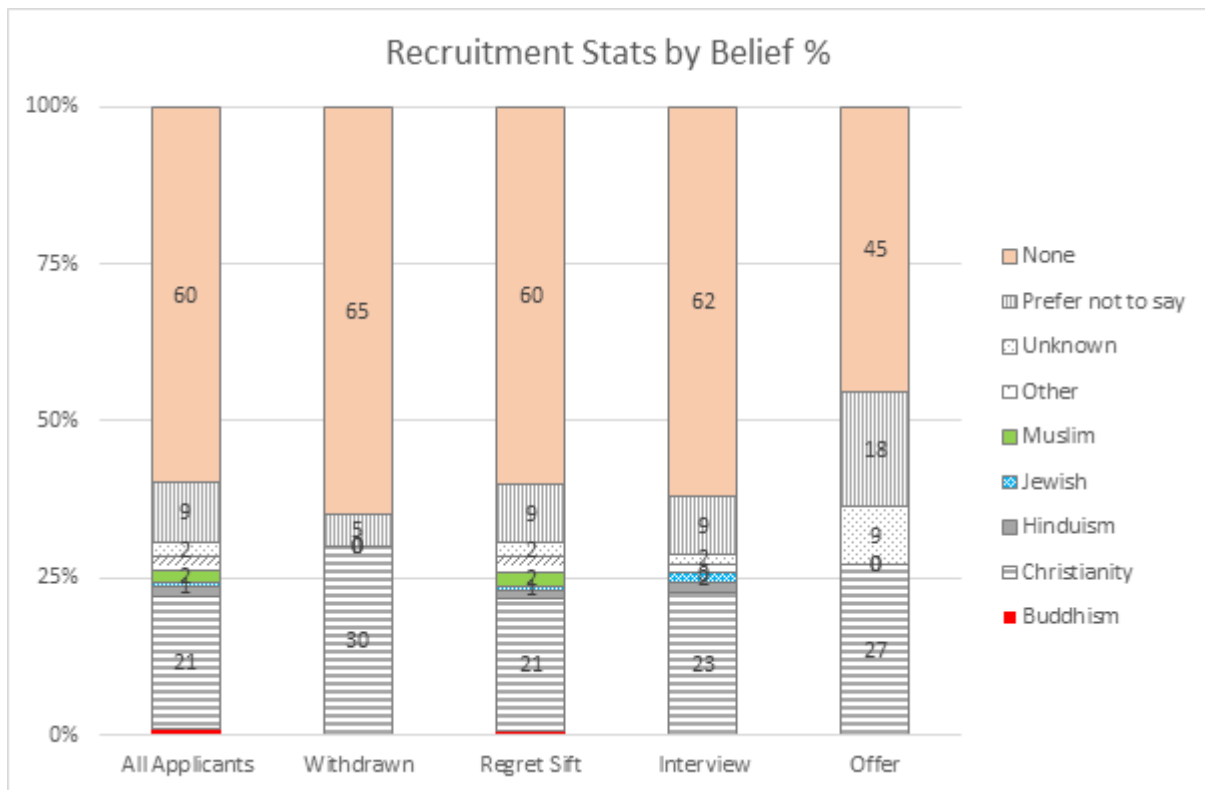
3: Disability



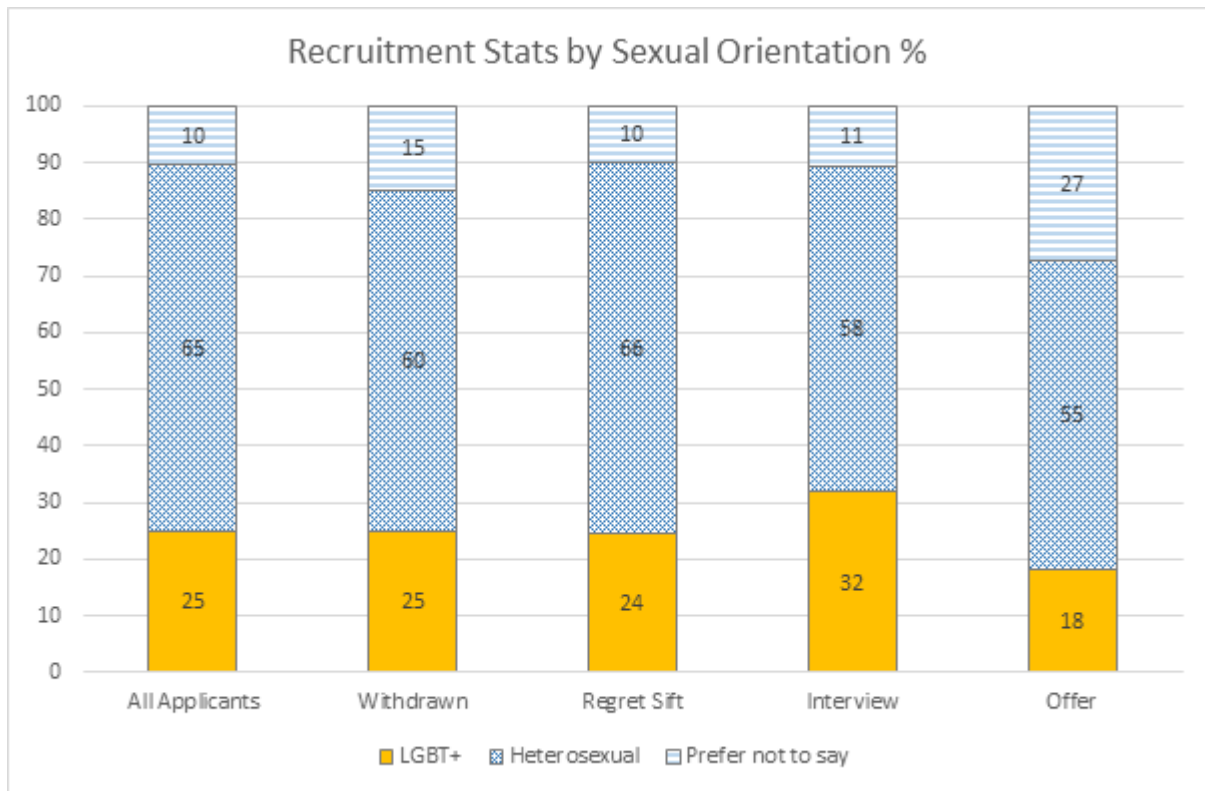
4: Ethnicity



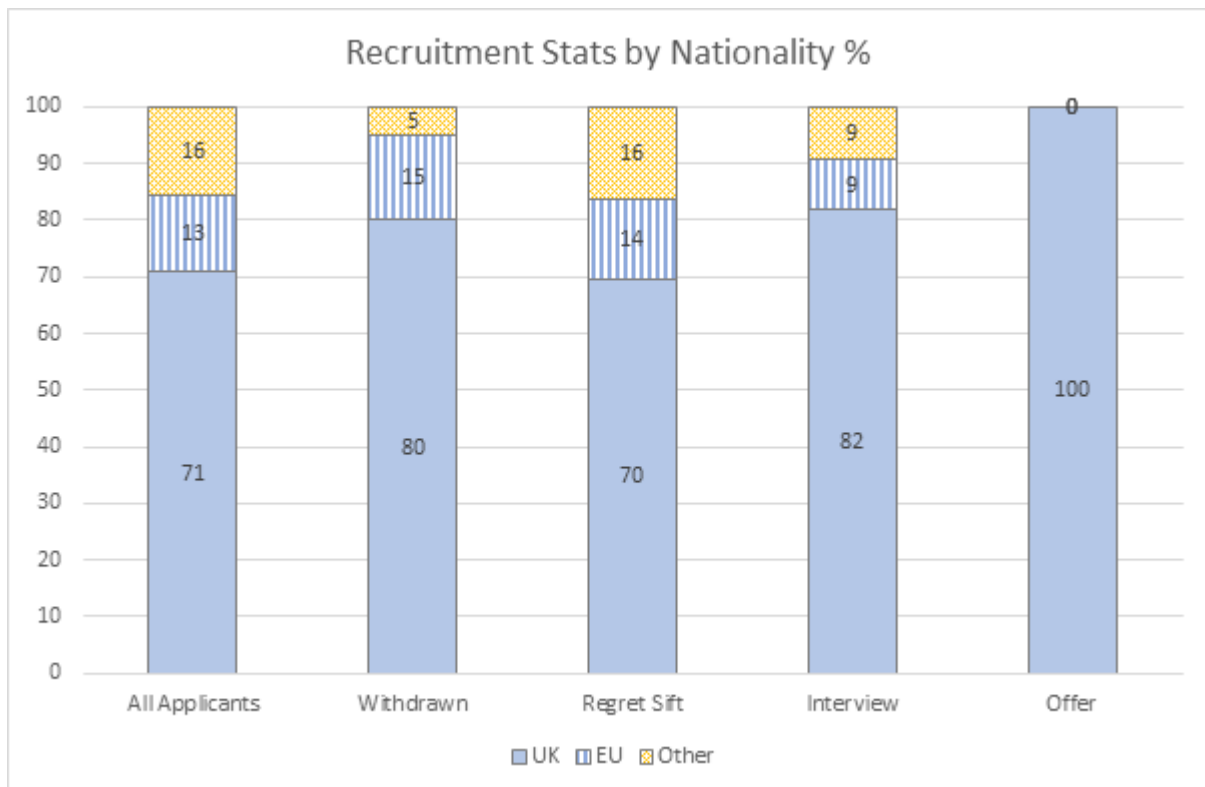
5: Religion / belief



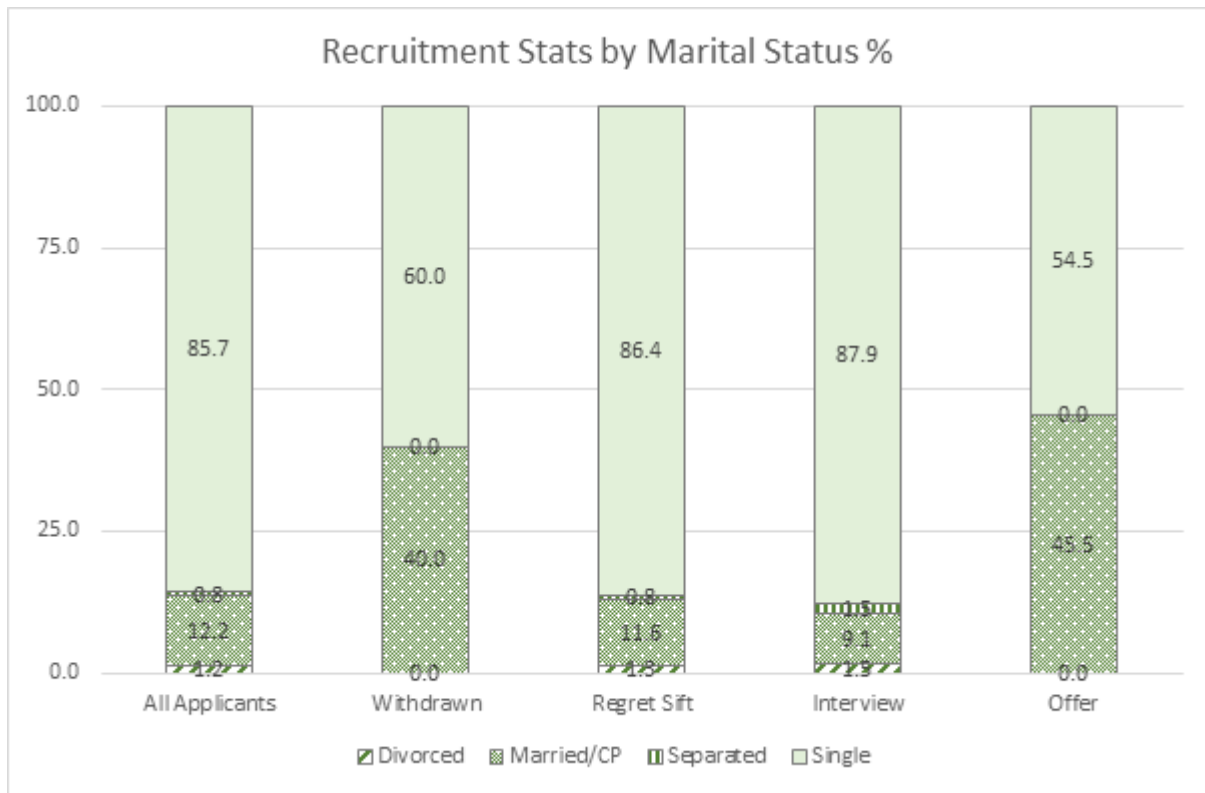
6: Sexual orientation



7: Nationality (not previously reported)



8: Marital status (not previously reported)



9: Pregnancy and maternity leave (not previously reported)

