

## Harrow Council Gender Pay Gap Report

As a result of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.

We are required to calculate the following gender pay data:

- Gender pay gap (mean and median values)
- Gender bonus gap (mean and median values)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

### Data

On the snapshot date of 31<sup>st</sup> March 2020, 2045 people actively worked for Harrow Council. This figure does not include Schools employees. Of the 2045 people 1270 (62.1%) were female and 775 (37.9%) were male.

<b>HARROW GENDER PAY GAP DATA Snapshot date: 31 March 2020</b>		
<b>HOURLY RATE</b>	<b>MEAN</b>	<b>MEDIAN</b>
WOMEN'S HOURLY RATE IS	0.74% lower	10.14% higher

<b>PAY QUARTILES</b>	<b>Men</b>	<b>Women</b>
TOP QUARTILE	37.8%	62.2%
UPPER MIDDLE QUARTILE	30.5%	69.5%
LOWER MIDDLE QUARTILE	42.3%	57.7%
LOWER QUARTILE	41.1%	58.9%

<b>WOMEN'S BONUS PAY IS</b>	<b>MEAN</b>	<b>MEDIAN</b>
	65.9% lower than men's	6.87% higher than men's
<b>PERCENTAGE WHO RECEIVED BONUS PAY</b>	<b>OF MEN</b>	<b>OF WOMEN</b>
	3.7%	8.0%