**London Borough of Harrow – Gender Pay Gap Report**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 means that 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)
* Proportion of men and women receiving bonuses
* Proportion of men and women in each quartile of the organisation’s pay structure

**Data**

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| **Harrow Gender Pay Gap Data Snapshot date: 31 March 2023** |
| Hourly Rate | Mean | Median |
| Women’s hourly rate is  | 4.3% Higher | 5.2% Higher  |

|  |  |  |
| --- | --- | --- |
| Pay Quartiles | Men | Women |
| Top Quartile | 35% | 65% |
| Upper Middle Quartile | 31% | 69% |
| Lower Middle Quartile | 35% | 65% |
| Lower Quartile  | 51% | 49% |

Notes:

1. The council does not operate a bonus scheme.
2. On the snapshot date of 31 March 2023, 1,981 people actively worked for the London Borough of Harrow. This figure does not include school employees. Of the 1,981 people 1,227 (62%) were female and 754 (38%) were male.