

Gender Pay Gap

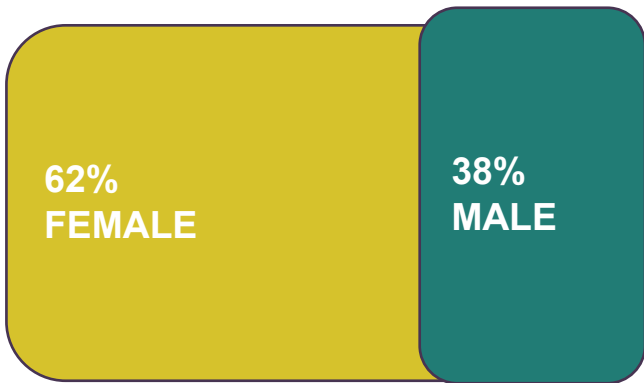
(data from 31st March 2023)



LONDON BOROUGH OF
HARROW

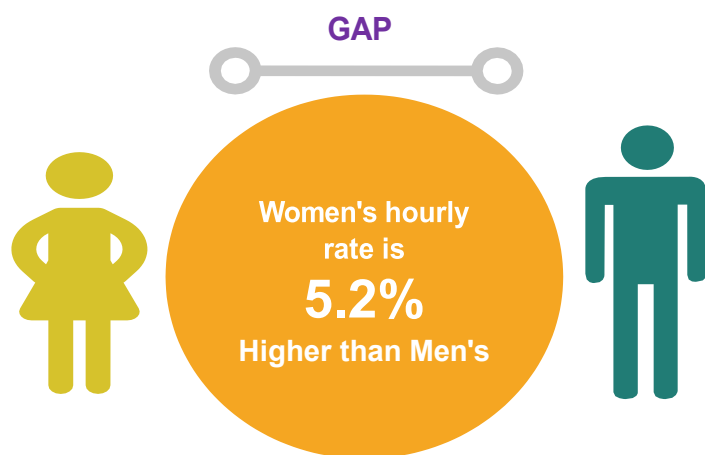
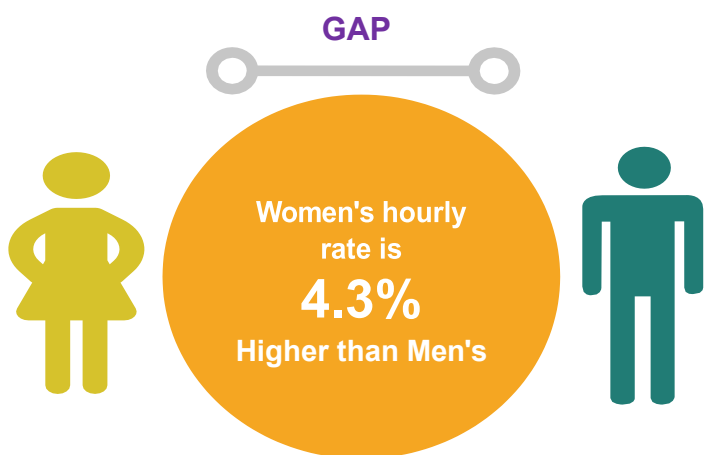
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 means that employers with 250 or more employees are required to publish statutory gender pay gap calculations every year. Gender Pay Gap is the difference between the average pay of men and the average pay of women, irrespective of the job they do. The presence of a gender pay gap does not imply that there is an Equal Pay issue within the organisation. Equal Pay is the right for men and women to be paid the same for the same, or equivalent, work or work of equal value. The Council has implemented strong measures to ensure equal pay, which includes independent and well-established job evaluation system. The Council is committed to promoting fair treatment and equitable pay for all employees, regardless of their gender.

WORKFORCE



MEAN GENDER PAY GAP

MEDIAN GENDER PAY GAP



The gender pay gap analysis shows that when the average (mean) and median (Central point) of the all-male and female hourly pay rates are compared, the mean value for female employees is higher by 4.3% (£0.97 male to every £1.00 earned by female employees) and the median value for female employees is higher by 5.2% (£0.93 pence Male to every £1.00 earned by females).

- The top quartile (65.0%) female and (35.0%) male, the upper middle quartile (69%) female and (31%) male, the lower middle quartile (65.0%) female and (35.0%) of male and the bottom quartile (51%) female and (49%) male.
- There is a higher % of female when compared to the whole workforce, (62% Female, 38% Male).
- The Council does not operate a - Bonus scheme.

PAY QUARTILES

TOP QUARTILE	35%	65%	Female
UPPER MIDDLE QUARTILE	31%	69%	Male
LOWER MIDDLE QUARTILE	35%	65%	
LOWER QUARTILE	51%	49%	

Supporting Women

- The Council has implemented various initiatives to support women in the organisation, these includes:
- Encourage women to apply for senior roles.
- Ensure that flexible working practices and employment policies promote equality of opportunity across the whole workforce.
 - Various Talent Programmes to support staff, some targeting the female workforce; these include:
 - **LeadHERShip** – This programme aims to transform participants from contributors to high-performing leaders and help make the best possible start to employees' leadership journey. Initially, the leadership programme was only open to management-graded staff. In 2022, the program was open to more grades to increase internal mobility and to test to break through the glass ceiling.
 - **BeYou** – This is an open development programme for all female staff, with a focus on building confidence and resilience.
 - **Coaching Programmes** – A targeted programme based on action learning to tackle limiting beliefs and behaviours.



Continue Existing Good Practice

- Continue good practice, which takes a fair and consistent approach to pay and job creation through using robust job evaluation processes.
- Review and evaluate the current initiatives and implement other initiatives to support underrepresented groups within the workforce.
- Supportive steps were taken to ensure the safety of workers to come to the office, such as implementing an evening Shuttle Service to key transport hubs from the main office.
- Continue the high standards of practice around recruitment, specifically the blind recruitment process.
- A support network for staff, organised by staff targeting specific agendas, including the Women's network.
- Having robust policies supporting the organisation to handle matters such as Maternity, Flexible Working, Dignity at the workplace, and Women's Health and Wellbeing Guidance.
- A range of wellbeing initiatives, specifically through *Mental Health First Aiders*, *Wellbeing Champions* and easily accessible Employee Assistance Programme.



Notes:

- On 31 March 2023, 1,981 people actively worker the London Borough of Harrow. This figure does not include Schools Employees.
- The Council does not operate a Bonus scheme.