

Gender Pay Gap Report (April 2020 to March 2021)

Introduction

The tables below are provided in full compliance with Government guidelines on the publishing of gender pay data, presented in a format adopted by the majority of Councils in the London Councils area.

Pay data tables

Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay	
Mean hourly rate	6.3% (5.9%)	
Median hourly rate	3.1% (4.5%)	
Pay quartiles	Women	Men
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	56.23% (56.97%)	43.77% (43.03%)
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	61.80% (58.59%)	38.20% (41.41%)
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	68.29% (68.36%)	31.71% (31.64%)
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	57.06% (58.10%)	42.94% (41.90%)
Bonus pay	Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus	
Mean bonus	30.05% (26.45%)	
Median bonus	31.16% (11.43%)	
Bonuses paid	Women	Men
Who received bonus pay	4.39% (70.37%)	9.17% (74.75%)

Previous year's data in brackets

Definitions

The definitions for the figures in the tables above, produced in line with published government guidance are:.

1. Mean GPG

Difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Calculation represents the percentage of the mean hourly rate of pay of male full- pay employees

$$\left[\frac{\text{Mean pay for male full-pay employees (A)} - \text{Mean pay for female full-pay employees}}{\text{Mean pay for male full-pay employees (A)}} \right] \times 100$$

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(B)]/ Mean pay for male full-pay employees (A) x 100

2. Median GPG

Difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Calculation represents the percentage of the median hourly rate of pay of male full- pay employees
[Median pay for male full-pay employees (A) - Median pay for female full-pay employees (B)]/
Median pay for male full-pay employees (A) x 100

3. Mean Bonus Gap

Difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Calculation represents the percentage of the mean bonus hourly rate of pay of male full-pay relevant employees
[Mean bonus pay for male full-pay employees (A) - Mean bonus pay for female full- pay employees (B)]/
Mean bonus pay for male full-pay employees (A) x 100

4. Median Bonus Gap

Difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Calculation represents the percentage of the median bonus pay of male full-pay relevant employees
[Median bonus pay for male full-pay employees (A) - Median bonus pay for female full-pay employees (B)]/ Median bonus pay for male full-pay employees (A) x 100

5. Bonus Proportions

These represent the proportions of male and female relevant employees who were paid bonus pay during the relevant period

Calculation is expressed as percentage:

[number of male relevant employees who were paid bonus pay /number of male relevant employees]/x100

And [number of female relevant employees who were paid bonus pay/number of female relevant employees]/x100.

6. Quartile Pay Bands Proportions

These represent the proportion of full-pay relevant male and female employees in each of four quartile pay bands

Calculation is expressed as percentage:

[number of male full-pay relevant employees in a quartile pay band (A)/total number of employees in the quartile(C)] x100

[number of female full-pay relevant employees in a quartile pay band (B)/total number of employees in the quartile(C)] x100

Gender Pay Gap explained

The report shows that the gender pay gap is 6.3% (mean) or 3.1% (median) the former is a slight increase over the last three years whilst the median is the lowest since 2017/18. Both measures are favourable compared with the national average, the mean is 7.9% in April 2021 down from 9% in April 2019.

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In this period (20-21) qualifying bonus payments were made to 90 women (primarily social workers) and 121 men (primarily manual operational service workers), significantly reduced from previous years. Payments of this type are under on-going review.

The SSA has taken action to address the pay gap and to support gender diversity, notable actions include:

Reviewing recruitment practices

Diverse panels are standard – representation at all grades is under the spotlight and Equality Diversity & Inclusion action plans have identified the need to address a lack of diversity.

Supporting parents and carers

We know that returning to work after starting a family can be challenging. We have developed our flexible working policies to help employees balance work and caring responsibilities. Employees have really got on board with our flexible working options – it benefits all of us and has the indirect effect of helping women in particular.

Creating a women's network

The SSA has an established women's network. Working together with the ED&I programme manager the network is looking at how to offer female support with professional development.

The Women's Network is working with colleagues in other London boroughs to improve access to mentoring and working with them to figure out what type of activities would best contribute to reducing our gender pay gap.

Looking at the representation of women across the whole organisation

We are monitoring career development and progression in the SSA with the aim of improving representation of women – in doing this we would expect to also address the pay gap.

Driving Directorate specific equality action plans

Each of our 6 directorates have developed action plans with targets and activities specific to their area of operations which are reviewed and up-dated regularly.

We are committed to on-going improvements, driven by an Equalities Forum chaired by the Chief Executive. National trends that we might consider exploring further include:

Intersection with age:

Nationally there remains a large difference in gender pay gap between employees 40 years and over.

Impact of grade on pay gap:

Lower paid employees experience less of a pay gap than higher earners.

Working patterns

The working patterns of female and male staff and the impact this has on the pay gap. Eg Does working part time or on fixed term contracts impact the pay gap ?

Non-binary reporting:

In future we want to explore how to take into account gender non-binary employees so that the data reflects them appropriately.

This report contains some helpful information about how to address and close the gender pay gap

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/731288/Gender-Pay-Gap-actions_.pdf