

Gender Pay Gap Report (April 2021 to March 2022)

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	4.63%	
Median hourly rate	3.43%	
Pay quartiles	Women	Men
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	56.94%	43.06%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	61.59%	38.41%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	67.18%	32.82%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	58.91%	41.09%
Bonus pay	Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus	
Mean bonus	19.41%	
Median bonus	28.75%	
Bonuses paid	Women	Men
Who received bonus pay	8.28%	9.28%

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

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

Official

(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 4.63% (mean) or 3.43% (median). The mean is lower than last year (6.3%) while the median is slightly higher than last year (3.1%). According to the Office for National Statistics median hourly pay for full-time employees was 8.3% less for women than for men in April 2022, while median hourly pay for part-time employees was 2.8% higher for women than for men (figures exclude overtime pay).

In this period (21-22) qualifying bonus payments were made to 191 women (primarily social workers) and 134 men (primarily manual operational service workers). Payments of this type are under on-going review.

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

Recruitment practices

Recruitment is now carried out anonymously, so managers do not see personal information about candidates (such as their sex). All recruiting managers are required to complete training which includes content on ED&I considerations. All selection panels must be diverse in terms of sex and ethnicity.

Supporting parents and carers

We are continuing to embrace and encourage flexible working opportunities for staff to support all to have a positive work/life balance and to ensure all can have fulfilling careers alongside their family responsibilities. Since the pandemic, we have taken this a step further and are fully embracing 'agile working' with great flexibility for staff to work in the most appropriate location and at the most appropriate time to suit the needs of their role and also their home life.

Supporting the Women's Network

The SSA has an active women's network. Working together with the ED&I Lead the network is looking at how to offer women support with professional development and offers a wide range of training and support to women in the organisation.

The Women's Network is also working with colleagues in other London boroughs to ensure our approaches include the best possible practice and that we learn from the experience of other Councils.

Equality action plans

We are reviewing and updating our organisation-wide Equality Action Plan to ensure it is evidence-based and meets the needs of our organisation and staff. Each of our 6 directorates has also developed action plans with targets and activities specific to their area of operations which are reviewed and up-dated regularly to ensure they support organisational objectives and that progress is made. These action plans will include activities that are designed to improve our gender pay gap.

We are committed to on-going improvements, driven by an ED&I Forum chaired by the Chief Executive.