Gender Pay Gap Report

Snapshot of Data: 31st March 2017
Publication Date: 30th March 2018

Introduction

Earlier this year, the Government introduced legislation that made it statutory for all organisations with 250 or more employees to report annually on their gender pay gap data by 30 March 2018 and then annually thereafter, and within that publication it should include the following:

- mean and median gender pay gaps
- mean and median gender additional payments gap
- proportion of men and women who received additional payments
- proportions of male and female employees in each pay quartile

The gender pay gap shows the difference in the average pay between all men and all women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Havering Council supports the fair treatment and pay of all staff irrespective of gender. This report fulfils the Council’s statutory reporting requirements.

This analysis is based on the 2,491 employees in post as at 31 March 2017.

The gender balance of the Council’s workforce at this date was:

- Women: 1,652
- Men: 839
Gender Pay Gap Data

1. Average pay gap

The mean hourly rate for women is: £15.84
The mean hourly rate for men is: £16.59

The median hourly rate for women is: £14.28
The median hourly rate for men is: £14.28

<table>
<thead>
<tr>
<th>Mean gender pay gap in hourly pay</th>
<th>4.5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median gender pay gap in hourly pay</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

We have a mean gender pay gap of 4.5%.

This means that on average women working for Havering Council are paid 4.5% less than men.

One reason for this is because 97% of the Havering's Catering service is made up of women. This service employs over 260 catering assistants, who are paid on the lowest pay grade (currently equivalent to £10.20 per hour).
2. Additional (Non-consolidated) Payments

Non-consolidated payments are payments that are made in addition to the basic salary that an employee receives (in accordance to their pay grade).

This will include market supplements, recruitment & retention payments, relocation allowances, stand-by/on-call payment, shift allowances, pay enhancements for working at night, at the weekend or on a public holiday, first aid allowance, acting-up or honoraria payments for working additional duties and responsibilities, car related allowances, etc.

There are 340 women and 261 men who received one or more of these non-consolidated payments.

The mean (total) of non-consolidated payments for women is: £2,708
The mean (total) of non-consolidated payments for men is: £2,910

The median total of non-consolidated payments for women is: £2,016
The median total of non-consolidated payments for men is: £2,076

<table>
<thead>
<tr>
<th>Mean gender pay gap in additional non-consolidated pay</th>
<th>6.9%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median gender pay gap in additional non-consolidated pay</td>
<td>10.7%</td>
</tr>
<tr>
<td>Proportion of women who received additional payments</td>
<td>20.5%</td>
</tr>
<tr>
<td>Proportion of men who received additional payments</td>
<td>31.1%</td>
</tr>
</tbody>
</table>

We have a mean gender pay gap in additional pay of 6.9%.

This means that on average women working for Havering Council are paid 6.9% less in additional (non-consolidated) pay than men.
3. Pay quartiles

The gender balance of the workforce is currently 1,652 women and 839 men. This means that 66% of the workforce are women, and 34% are men.

The table below shows the percentage split of women and men within each pay quartile, i.e., the split of women and men in the top 25% highest paid staff, the next two quartiles and then the lowest paid 25%.

<table>
<thead>
<tr>
<th>Pay Quartiles</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion of women and men in the <strong>upper quartile</strong> (paid above the 75th percentile point)</td>
<td>64%</td>
<td>36%</td>
<td>100%</td>
</tr>
<tr>
<td>Proportion of women and men in the <strong>upper middle quartile</strong> (paid above the median and at or below the 75th percentile point)</td>
<td>70%</td>
<td>30%</td>
<td>100%</td>
</tr>
<tr>
<td>Proportion of women and men in the <strong>lower middle quartile</strong> (paid above the 25th percentile point and at or below the median)</td>
<td>68%</td>
<td>32%</td>
<td>100%</td>
</tr>
<tr>
<td>Proportion of women and men in the <strong>lower quartile</strong> (paid below the 25th percentile point)</td>
<td>64%</td>
<td>36%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Summary

The gender pay gap of Havering Council’s workforce, at 4.5%, is relatively low in comparison. Nationally the Government reports that the gender pay gap is just over 18 percent*.