

Gender Pay Gap Report

Snapshot of Data: 31st March 2020

Publication Date: 31st March 2021

Introduction

It is a statutory requirement for all organisations with 250 or more employees to report annually on their gender pay gap data, and within that publication, it should include the following:

- mean and median gender pay gaps
- mean and median gender gaps in bonus payments
- proportion of men and women who receive bonus 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 overall. If a workforce has a particularly high gender pay gap, this can indicate there may be an issue to deal with.

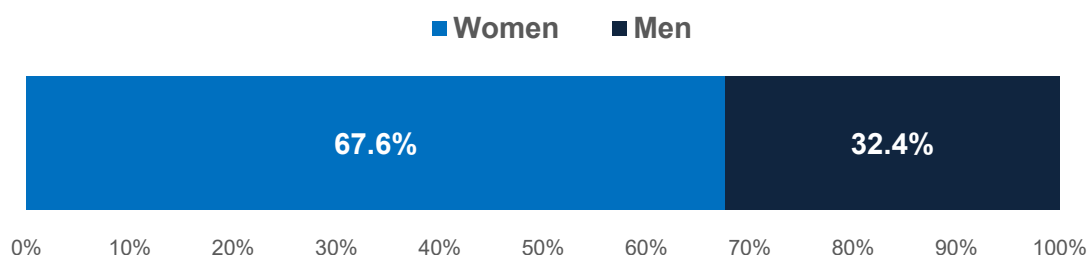
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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 2,461 employees in post as at 31 March 2020.

The gender profile of the directly employed workforce on this date was 1,664 women and 797 men.

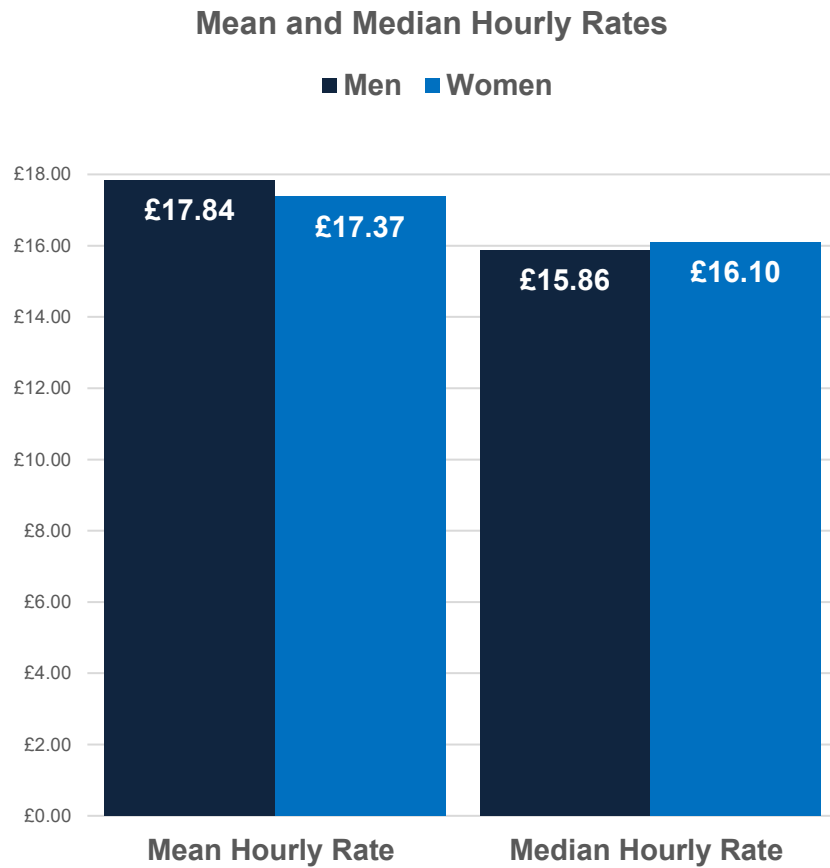
Gender Profile of Havering Council Workforce on 31st March 2020



Average Pay Gap

The mean hourly rate for women was £17.37, and the median was £16.10.

The mean hourly rate for men was £17.84, and the median was £15.86.



Mean gender pay gap in hourly pay	2.6%
Median gender pay gap in hourly pay	-1.5%

We have a mean gender pay gap of 2.6%.

This means that on average women working for Havering Council are paid 2.6% less than men.

This is less than the gender pay gap of 4.2% that was reported in 2020, and less than the 4.5% reported in 2019. However, at the median hourly rate there is a negative gender pay gap of -1.5%, i.e., men are paid at 1.5% less than women at the median point.

Bonus Payments (Non-consolidated)

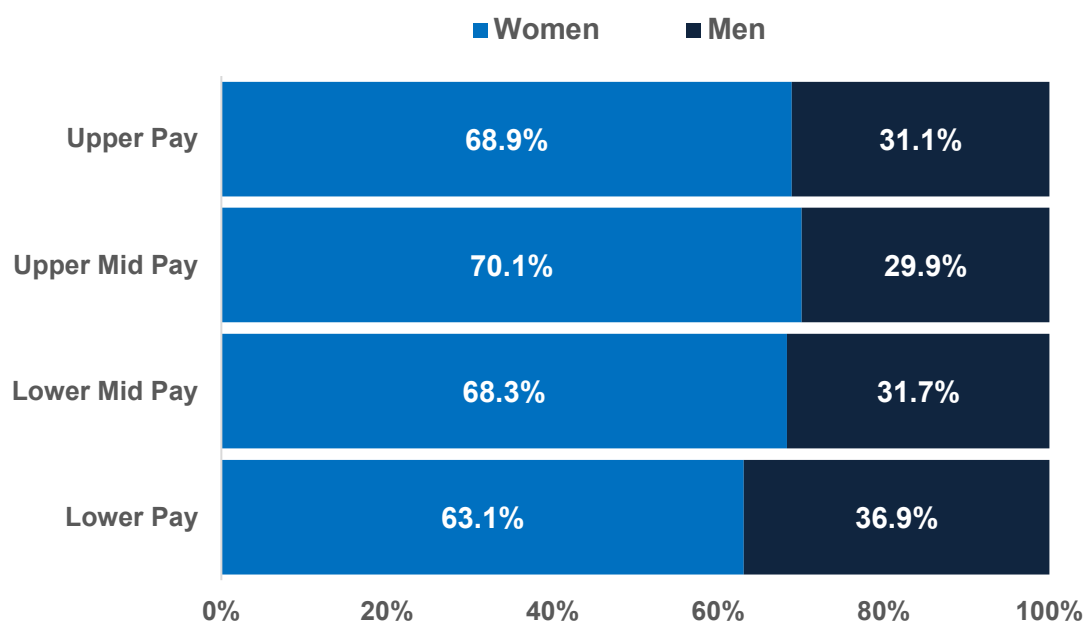
Non-consolidated bonus payments are payments that are made in addition to the basic salary that an employee receives that specifically relate to profit sharing, commission, productivity or performance.

Mean gender pay gap in bonus payments	0%
Median gender pay gap in bonus payments	0%
Proportion of women who received bonus payment	0%
Proportion of men who received bonus payment	0%

Pay Quartiles

The graph 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 middle two quartiles and then the lowest paid quartile.

Gender Profile by Pay Quartiles



Summary

The gender pay gap of Havering Council's workforce of 2.6% means that on average women are paid 2.6% less than men.

This does not mean that women are paid 2.6% less than men for doing the same job, but rather that overall women occupy slightly more of the lesser paid jobs than men, such as in the case of over 200 kitchen assistants who are women.