



Havering
LONDON BOROUGH

Gender and Ethnicity Pay Gap Report 2024

Snapshot of Data: 31st March 2024
Published: February 2025



Introduction

We believe every member of staff should be a team player and be respected and treated as equals by all, and that all colleagues regardless of their status, role, or level will be able to have their voice heard.

This is fundamental to the Council's [Choose Havering](#) commitment, which aims to create an organisation and a workforce that is the best it can be while breaking down the barriers that limits personal growth. We need to be a forward-thinking Council that is full of curious people ready to collaborate, innovate and talk about ideas while doing their very best every day for the borough and its residents.

Therefore, it is critical that Havering is an organisation that stands up for equality, stands up against discrimination and upholds our values of Integrity, Creativity, Ambition, Respect and Everyone (ICARE).

Part of achieving this depends on careful analysis of our workforce data to understand if, how, where, and why there are barriers that we need to challenge. Pay Gap data is just one part of the overall picture, and by publishing our pay gap data this will also help us to be more open and transparent about our workforce.

For several years now it has been a statutory requirement under the Equality Act 2010 to report annually on their gender pay gap data, and whilst it is not currently a statutory requirement to report on our ethnicity, disability and sexual orientation pay data, we believe that by voluntarily publishing this information this will set an example that will encourage other organisations to do the same, whilst demonstrating to our workforce our commitment to achieving our ambitions.

This is why we are pleased to publish our first ever gender, ethnicity, disability, and sexual orientation pay gap report, looking particularly at both gender and ethnicity pay gap data together, and the intersectionality between these two characteristics. We believe that the continued publication of this combined gender and ethnicity report is the next step forward in the analysis of our pay gap data.

This annual report provides the required information on Havering Council's Gender Pay Gap that satisfies our statutory obligations, for the snapshot period date of 31st March 2024.

What is a Pay Gap?

The Pay Gap measures the difference between the overall average earnings between two groups of staff within an organisation, regardless of their role or seniority. That difference in the average earnings is the “Pay Gap.”

- Gender Pay Gap - the difference between the average earnings of all women and all men within the workforce.
- Ethnicity Pay Gap - the difference between the earnings of all White staff and all Ethnically Diverse staff.
- Disability Pay Gap - the difference between the earnings of all staff who declared no disability, and all staff who declared a disability.
- Sexual Orientation Pay Gap - the difference between the earnings of all staff who declared they are heterosexual, and all staff who declared they are LGBTQ+.

A pay gap in itself is not necessarily an indication of a pay equity issue or an imbalance in the Council's pay structures and policies. Nor is it necessarily an indication of a wider systemic problem within an organisation – it is simply a measurement of how even - or uneven - the distribution of people across the pay scales is. For example, a gender pay gap tells us the extent to which more men, or more women, occupy more of the higher paid roles than the other. This is why pay gap reports also show the distribution of staff within pay quartiles.

Pay Gap data is different to equal pay. Equal pay deals with the pay differences between people who carry out the same jobs, similar jobs or work of equal value, while Pay Gap data looks at the overall averages in pay differences between different groups of staff (regardless of the type of the work they undertake). It is important to reiterate that we do not pay people differently based on their gender, ethnicity, disability status, sexual orientation, or indeed any other protected characteristic.

The Council is confident that our workforce, regardless of their diversity characteristics, are paid fairly and equally for doing equivalent roles and work of equal value, which is why this report does not look at matters of equal pay, only the pay gaps that may exist.

How are the Pay Gaps Calculated?

The Pay Gap is calculated by collating the earnings of all employees from our payroll system at a set point in time, i.e. the snapshot date of 31st March each year.

From this we are then able to calculate two different types of average hourly rates of pay – both Mean and Median – to give a more balanced overview of our gender, ethnicity, disability and sexual orientation pay gaps. The % mean and median difference in the overall average hourly rates of pay is the “pay gap.”

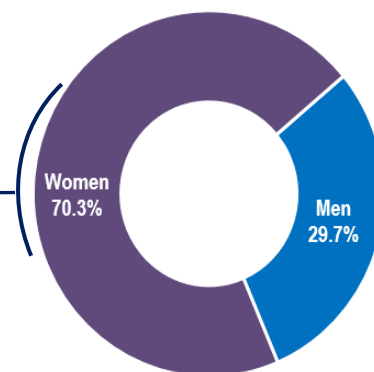
Bonus Payments

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

Havering Council does not pay these types of bonus payments.

OUR GENDER PAY GAP

The number of directly employed staff in post on the snapshot date of 31st March 2024 was 2,316. The gender composition was as follows: 1,628 women (70.3%) and 688 men (29.7%).



Mean and Median Pay Gap

The average (mean) hourly rate of pay of women is £21.19, and the median point is £19.48.

The average (mean) hourly rate of pay of men is £22.92, and the median point is £20.92.

	Women	Men	PAY GAP (%)
AVERAGE (MEAN) HOURLY RATE	£21.19	£22.92	7.5%
AVERAGE (MEDIAN) HOURLY RATE	£19.48	£20.92	6.9%

We have a mean Gender pay gap of 7.5%, and a median Gender pay gap of 6.9%.

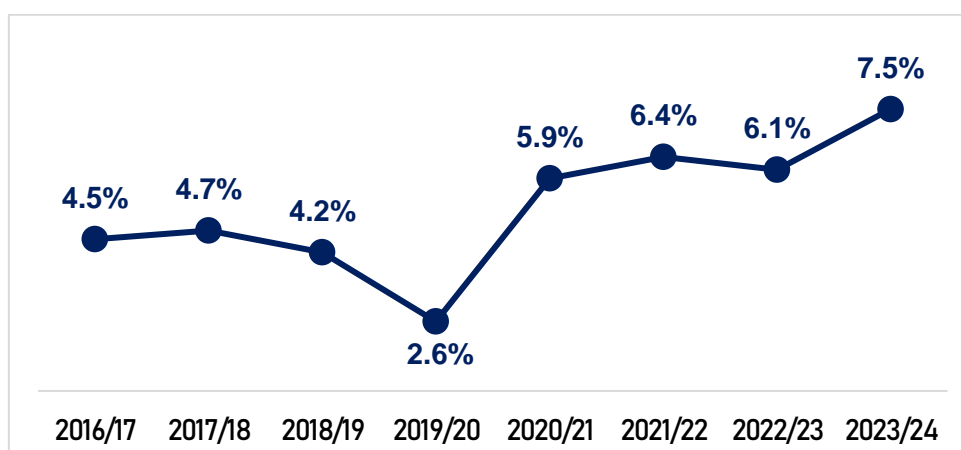
This means when comparing mean (average) hourly pay, men's mean hourly pay is 7.5% higher than it is for women. Or to put this another way, on average men earn £1.075 for every £1 that women earn when comparing mean hourly pay, or men earn nearly £1.07 for every £1 that women earn when comparing median hourly pay.

This does not mean that men earn more for doing the same job, or work of a similar value, but that men occupy slightly more of the higher paid positions overall compared to women.

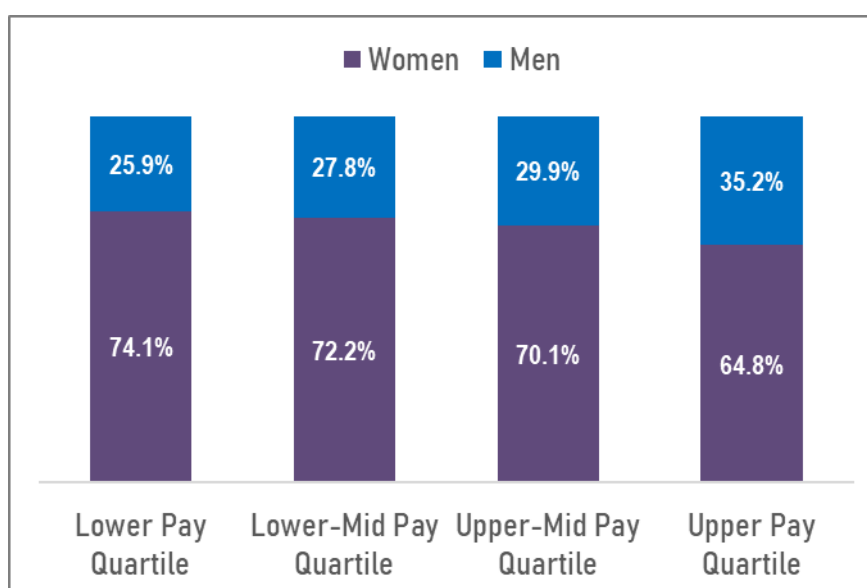
Previous Pay Gaps

The gender pay gap has seen relatively modest changes over the last several years, as illustrated below.

Between 2016/17 and 2018/19 the gender pay gap remained steady around 4.5%, before narrowing to just 2.6% at the end of 2019/20. Following an increase in 2020/21 (to 5.9%) and again in 2021/22 (to 6.4%) the pay gap narrowed slightly to 6.1% in 2022/23 but has increased in 2023/24 to 7.5%.



Pay Quartiles are where the workforce is broken down into four quartiles based on pay – the top 25% of earners make up the Upper Pay Quartile, and the lowest 25% of earners make up the Lower Pay Quartile. This is a useful tool in providing further context to the pay gap.



While the proportion of women across the lowest three pay quartiles is broadly representative of the share of women in the organisation overall (70.3%), the proportion of women in the upper pay quartile is lower at 64.8%, and this could help explain where the gender pay gap exists.

However, if we look further into the data, the lowest 10% of earners are almost exclusively women working mostly within school kitchens, i.e. Kitchen Assistants and Cooks. There are 191 women working in these types of lower paid, part-time roles.

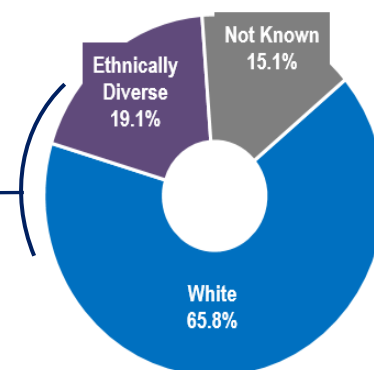
If we were to remove these 191 women from the gender pay gap calculations, then the gender pay gap is virtually halved to 3.9% (mean) and totally eliminated (0.0%) using the median hourly pay.

Therefore, it could be said that the gender pay gap is present not due to the lack of women in senior / higher paid roles but more because of the fact that 100% of our 191 kitchen assistants / cooks are women who make up the lowest paid section of our workforce.

In October 2023, the street cleansing service transferred out of the Council, which saw sixty-nine employees move to the new employer. Sixty-seven of those were men whose hourly rate of pay was in the lower pay quartile. This has also therefore contributed to the increase in the gender pay gap.

OUR ETHNICITY PAY GAP

The number of directly employed staff in post on the snapshot date of 31st March 2024 was 2,316. The ethnicity composition was as follows: 1,524 White (65.8%), 443 Ethnically Diverse (19.1%) and 349 for whom their ethnicity is Not Known (15.1%).



Mean and Median Pay Gap

For the purpose of calculating our ethnicity pay gap, those employees where their ethnicity is unknown (either not yet obtained or have answered “prefer not to say”) have been excluded. Therefore, some caution should be applied to the potential for some misrepresentation of the true ethnicity pay gap when you consider that more than 15% of the workforce have not self-declared their ethnicity. There is an action plan [Count me in](#) currently in progress to encourage staff to declare all of their protected characteristics.

The average (mean) hourly rate of pay of White staff is £21.98, and the median point is £19.48.

The average (mean) hourly rate of pay of Ethnically Diverse staff is £23.04, and the median point is £21.75.

	White	Ethnically Diverse	PAY GAP (%)
AVERAGE (MEAN) HOURLY RATE	£21.98	£23.04	-4.8%
AVERAGE (MEDIAN) HOURLY RATE	£19.48	£21.75	-11.6%

We have a mean Ethnicity pay gap of Minus 4.8%, and a median Ethnicity pay gap of Minus 11.6%.

This means when comparing mean (average) hourly pay, the mean hourly pay of White staff is minus 4.8% compared to Ethnically Diverse staff. Or to put this another way, on average White staff earn slightly over £0.95 for every £1 that Ethnically Diverse staff earn when comparing mean hourly pay.

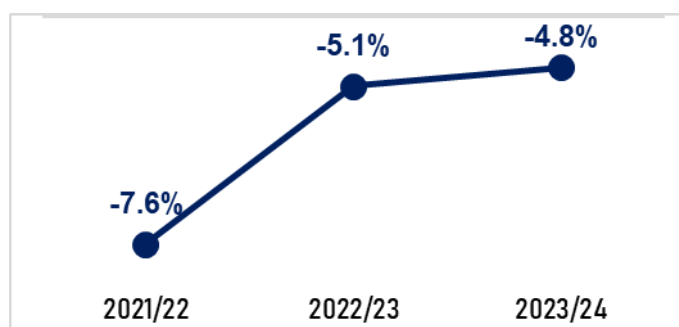
When comparing the median pay point, White staff earn minus 11.6% compared to Ethnically Diverse staff, or to put this another way, White staff earn nearly £0.88 for every £1 that Ethnically Diverse staff earn when comparing the median hourly pay point.

This does not mean that Ethnically Diverse staff earn more for doing the same job, or work of a similar value, but simply that Ethnically Diverse staff occupy more of the higher paid positions overall compared to White staff.

Previous Pay Gaps

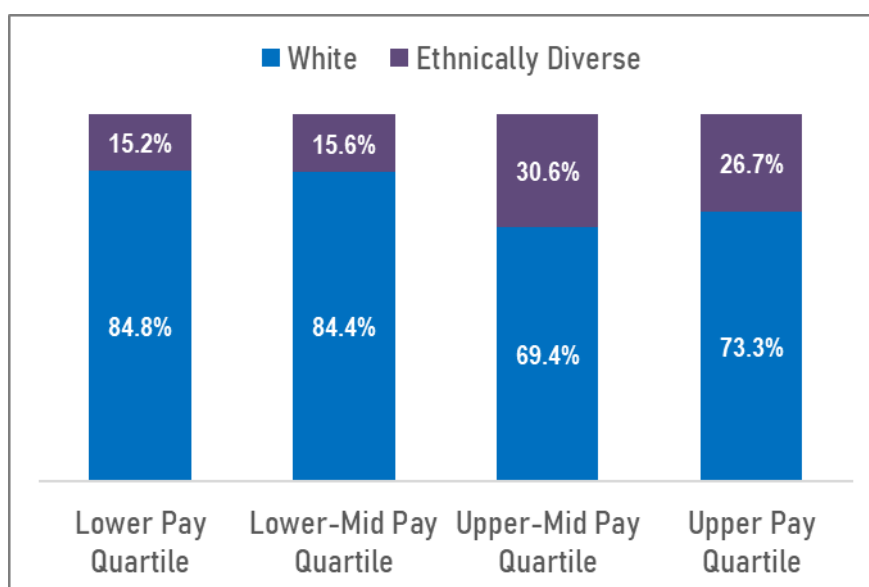
The ethnicity pay gap has seen relatively modest changes over the last 3 years, as illustrated below, but has narrowed from minus 7.6% in 2021/22 to minus 4.8% in 2023/24. This could be attributed to greater self-disclosure rates.

Havering Council's Ethnicity Pay Gap 2021/22 – 2023/24



Pay Quartiles

Pay Quartiles are where the workforce is broken down into four quartiles based on pay – the top 25% of earners make up the Upper Pay Quartile, and the lowest 25% of earners make up the Lower Pay Quartile. This is a useful tool in providing further context to the pay gap.



It is clear from the ethnicity composition of the pay quartiles why there is a minus ethnicity pay gap. Just over 1 in 4 of the workforce within the Upper Pay Quartile are ethnically diverse compared to about 1 in 7 of the workforce who are ethnically diverse in the lowest pay quartile.

Further, the proportion of the workforce who are ethnically diverse increases significantly in the highest two pay quartiles, illustrating perfectly how the distribution of jobs (according to pay) favours those staff who are ethnically diverse. However, the composition of these pay quartiles do not include those staff for whom their ethnicity is unknown and therefore should only be considered within that context.

GENDER & ETHNICITY INTERSECTIONALITY

What is Intersectionality?

Intersectionality is the idea that everyone has their own unique and interconnected set of circumstances or characteristics that can impact their life experiences. A person's advantages or disadvantages in work or in life cannot always be explained with reference only to, for example, just their ethnicity, or just their gender, but by the totality of all factors.

While reporting on a gender pay gap or an ethnicity pay gap in isolation still provides critical insights into the pay gaps within those characteristics, it's only when you look at how different characteristics combined can you better understand the degree to which some people may experience more disadvantage than others.

It is evident that not all Men or all White people are equally privileged, or that all Women or people from Black, Asian and other ethnically diverse communities are equally disadvantaged, particularly also when other characteristics are taken into consideration, i.e., disability, sexual orientation, age, religion, social-economic background, etc., any of which may cause an individual to experience workplace discrimination.

Average (Mean) Hourly Rates of Pay – Gender & Ethnicity

Given that we have already established that, on average, men earn slightly more than women, and that ethnically diverse staff earn more than white staff, it is not unexpected therefore that when looking at the intersectionality of both characteristics that it is **ethnically diverse men that have the highest mean hourly rate of pay (£23.66) and that white women have the lowest mean hourly rate of pay (£21.30).**



Intersectional Pay Gaps

The table below illustrates the % pay gap (mean hourly rate of pay) between the gender and ethnicity intersections.

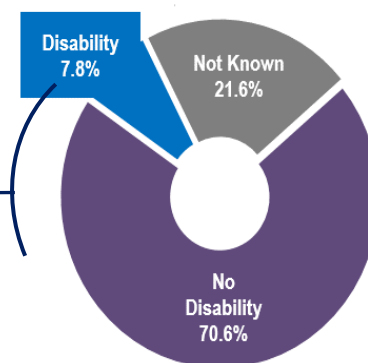
	Ethnically Diverse Men	White Men	Ethnically Diverse Women	White Women
Ethnically Diverse Men	N/A	0.0%	3.7%	10.0%
White Men	0.0%	N/A	3.6%	9.9%
Ethnically Diverse Women	-3.8%	-3.8%	N/A	6.5%
White Women	-11.1%	-11.0%	-7.0%	N/A

Both Ethnically Diverse Men and White Men both have an average (mean) hourly rate of pay greater than their female counterparts, with the pay gap between Ethnically Diverse Men and Ethnically Diverse Women at 3.7%, and the pay gap between White Men and White Women at 9.9%.

It therefore follows that the greatest pay gap in the intersection of gender and ethnicity is that between Ethnically Diverse Men and White Women – with that pay gap currently at 10.0% (or minus 11.1% if you take White Women as the comparator first).

OUR DISABILITY PAY GAP

The number of directly employed staff in post on the snapshot date of 31st March 2024 was 2,316. The disability composition was as follows: 1,636 No Disability declared (70.6%), 181 Disability declared (7.8%) and 499 for whom their disability status is Not Known (21.6%).



Mean and Median Pay Gap

For the purpose of calculating our disability pay gap, those employees where their disability status is unknown (either not yet obtained or have answered “prefer not to say”) have been excluded. Therefore, some caution should be applied to the potential for some misrepresentation of the true disability pay gap when you consider that more than 21% of the workforce have not self-declared their disability status. Intersectionality analysis has not been included in this report. There is an action plan [Count me in](#) currently in progress to encourage staff to declare all of their protected characteristics.

The average (mean) hourly rate of pay of staff who declared no disability is £22.53, and the median point is £21.28.

The average (mean) hourly rate of pay of staff who declared a disability is £23.29, and the median point is £21.28.

	No Disability	Disability	PAY GAP (%)
AVERAGE (MEAN) HOURLY RATE	£22.53	£23.29	-3.4%
AVERAGE (MEDIAN) HOURLY RATE	£21.28	£21.28	0.0%

We have a mean Disability pay gap of Minus 3.4%, and a zero median Disability pay gap.

This means when comparing mean (average) hourly pay, the mean hourly rate of pay of staff who declared no disability is minus 3.4% compared to staff who declared a disability. Or to put this another way, on average staff who declared no disability earn slightly under £0.97 for every £1 that staff who declared a disability earn when comparing mean hourly pay.

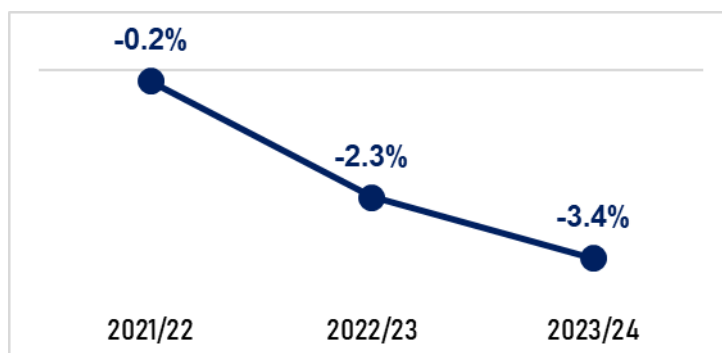
There is no difference in hourly pay when comparing the median pay point of staff who declared no disability, and staff who declared a disability.

This does not mean that staff who declared a disability earn more for doing the same job, or work of a similar value, but simply that staff who declared a disability occupy more of the higher paid positions overall compared to staff who declared no disability.

Previous Pay Gaps

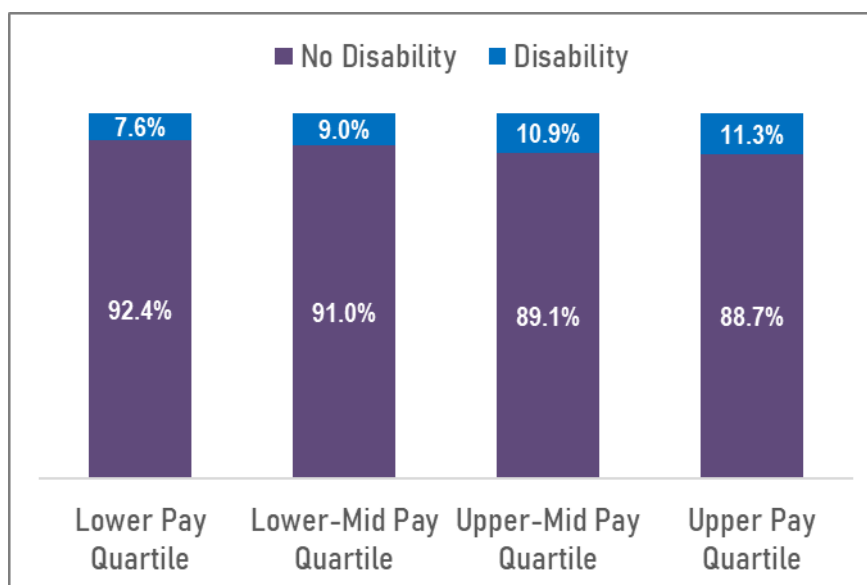
The disability pay gap has seen relatively modest changes over the last 3 years, as illustrated below, but it has increased from minus 0.2% in 2021/22 to minus 3.4% in 2023/24. This could be attributed to greater self-disclosure rates.

Havering Council's Disability Pay Gap 2021/22 – 2023/24



Pay Quartiles

Pay Quartiles are where the workforce is broken down into four quartiles based on pay – the top 25% of earners make up the Upper Pay Quartile, and the lowest 25% of earners make up the Lower Pay Quartile. This is a useful tool in providing further context to the pay gap.



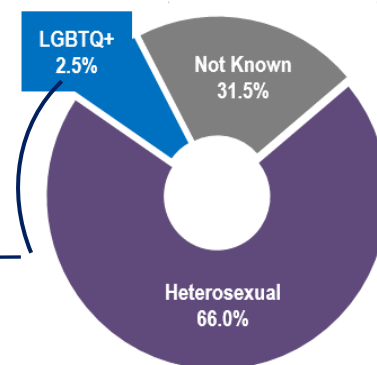
It is clear from the disability composition of the pay quartiles why there is a minus disability pay gap. Just over 1 in 9 of the workforce within the Upper Pay Quartile declared a disability compared to about 1 in 13 of the workforce in the lowest pay quartile.

Further, the proportion of the workforce who declared a disability increases in every pay quartile from the lowest (7.6%), to the highest quartile (11.3%) – illustrating perfectly how the distribution of jobs (according to pay) favours those staff who have declared a disability, i.e. occupy mainly professional type roles than manual type roles.

However, the composition of these pay quartiles do not include those staff for whom their disability status is unknown and therefore should only be considered within that context.

OUR SEXUAL ORIENTATION PAY GAP

The number of directly employed staff in post on the snapshot date of 31st March 2024 was 2,316. The sexual orientation composition was as follows: 1,529 Heterosexual (66.0%), 58 LGBTQ+ (2.5%) and 729 for whom their sexual orientation status is Not Known (31.5%).



Mean and Median Pay Gap

For the purpose of calculating our sexual orientation pay gap, those employees where their sexual orientation status is unknown (either not yet obtained or have answered “prefer not to say”) have been excluded. Therefore, some caution should be applied to the potential for some misrepresentation of the true sexual orientation pay gap when you consider that almost one third of the workforce have not self-declared their sexual orientation status. Intersectionality analysis has not been included in this report. There is an action plan [Count me in](#) currently in progress to encourage staff to declare all of their protected characteristics.

The average (mean) hourly rate of pay of staff who declared as Heterosexual is £22.71, and the median point is £21.28.

The average (mean) rate of pay of staff who declared as LGBTQ+ is £23.94, and the median point is £21.75.

	Heterosexual	LGBTQ+	PAY GAP (%)
AVERAGE (MEAN) HOURLY RATE	£22.71	£23.94	-5.4%
AVERAGE (MEDIAN) HOURLY RATE	£21.28	£21.75	-2.2%

We have a mean Sexual Orientation pay gap of Minus 5.4%, and a median Sexual Orientation pay gap of Minus 2.2%.

This means when comparing mean (average) hourly pay, the mean hourly rate of pay of staff who declared as Heterosexual is minus 5.4% compared to staff who declared as LGBTQ+. Or to put this another way, on average staff who declared as Heterosexual earn slightly under £0.95 for every £1 that staff who declared as LGBTQ+ earn when comparing mean hourly pay.

When comparing the median pay point, Heterosexual staff earn minus 2.2% compared to LGBTQ+ staff, or to put this another way, Heterosexual staff earn nearly £0.98 for every £1 that LGBTQ+ staff earn when comparing the median hourly pay point.

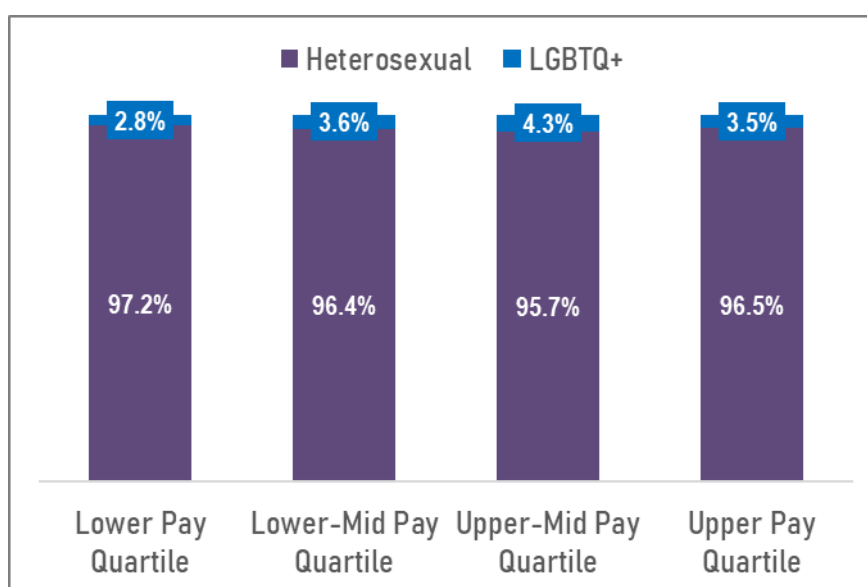
This does not mean that staff who declared as LGBTQ+ earn more for doing the same job, or work of a similar value, but simply that staff who declared as LGBTQ+ occupy more of the higher paid positions overall compared to staff who declared as Heterosexual.

Previous Pay Gaps

This is the first year that we have calculated the Sexual Orientation pay gap.

Pay Quartiles

Pay Quartiles are where the workforce is broken down into four quartiles based on pay – the top 25% of earners make up the Upper Pay Quartile, and the lowest 25% of earners make up the Lower Pay Quartile. This is a useful tool in providing further context to the pay gap.



With such a low self-declaration rate for LGBTQ+ staff, it is difficult to have any insights into the composition of the pay quartiles to ascertain why there is a minus sexual orientation pay gap.

The proportion of the workforce who declared as LGBTQ+ increases in the top 3 pay quartiles, which suggests that LGBTQ+ staff tend to occupy more of the professional type roles, i.e. more of the higher paid roles.

However, the composition of these pay quartiles do not include those staff for whom their sexual orientation status is unknown and therefore should only be considered within that context.