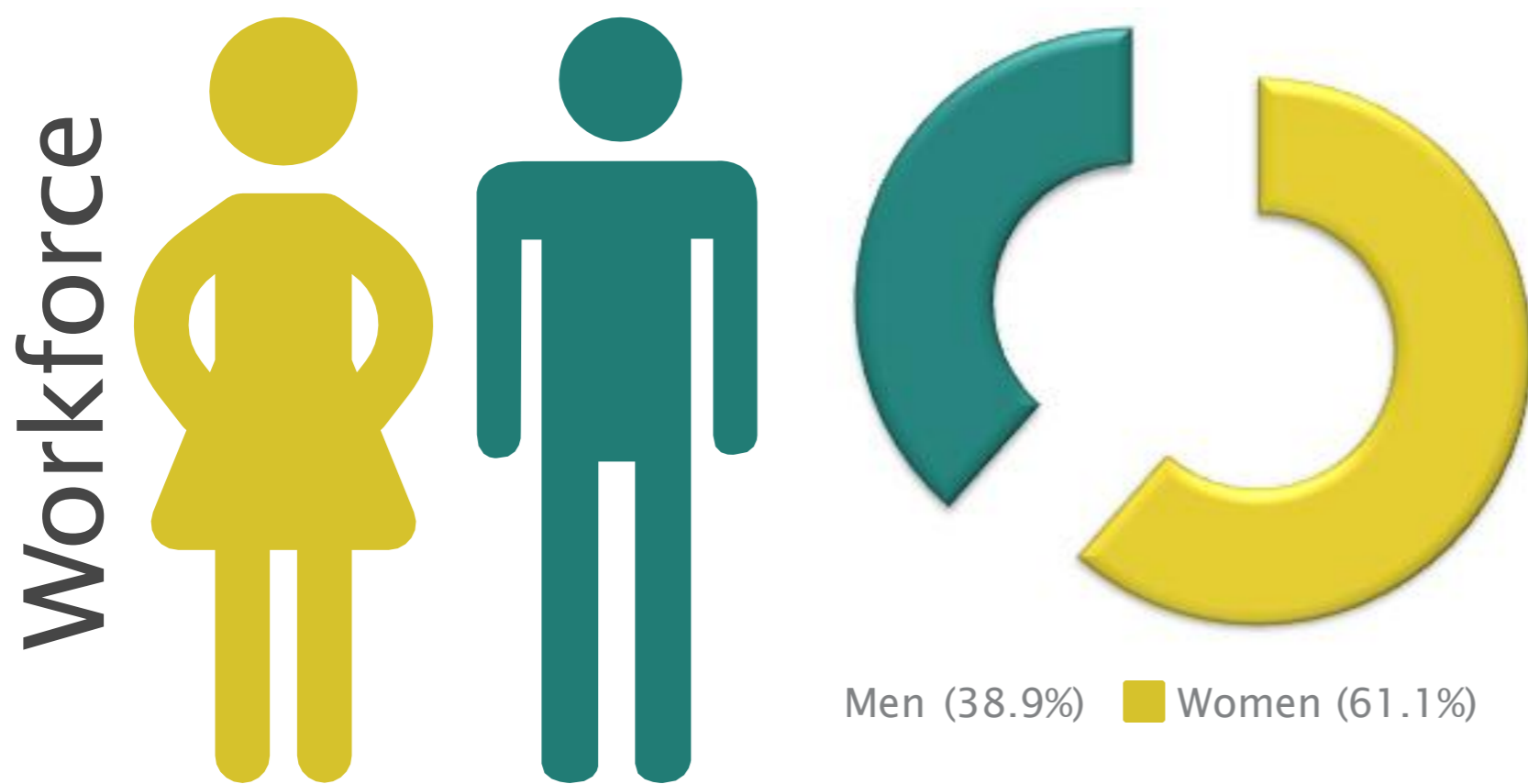


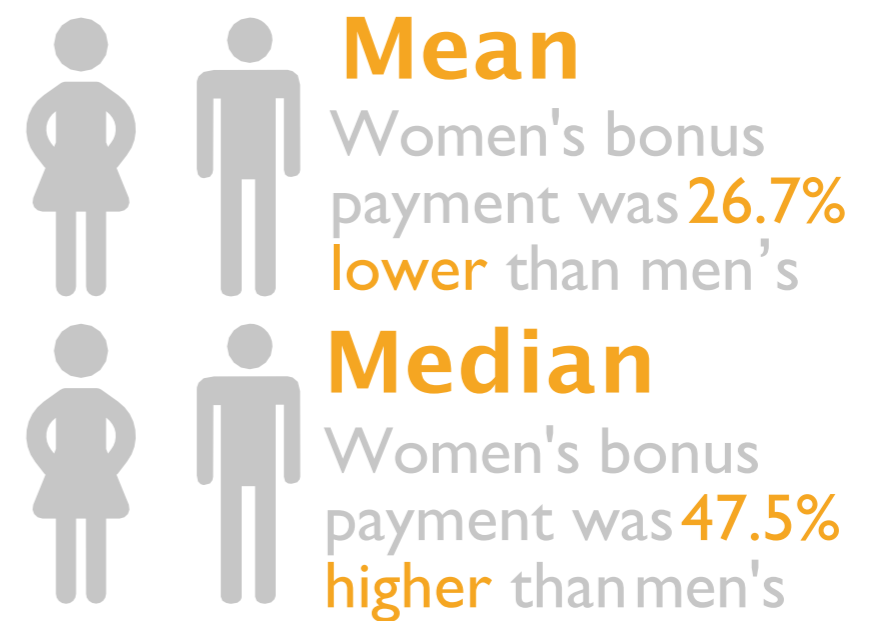
Gender Pay Gap (data from 31st March 2018)

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 means that employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.

The presence of a gender pay gap does not imply that there is an Equal Pay issue within Harrow Council. Equal Pay is the right for men and women to be paid the same for the same, or equivalent, work or work of equal value.

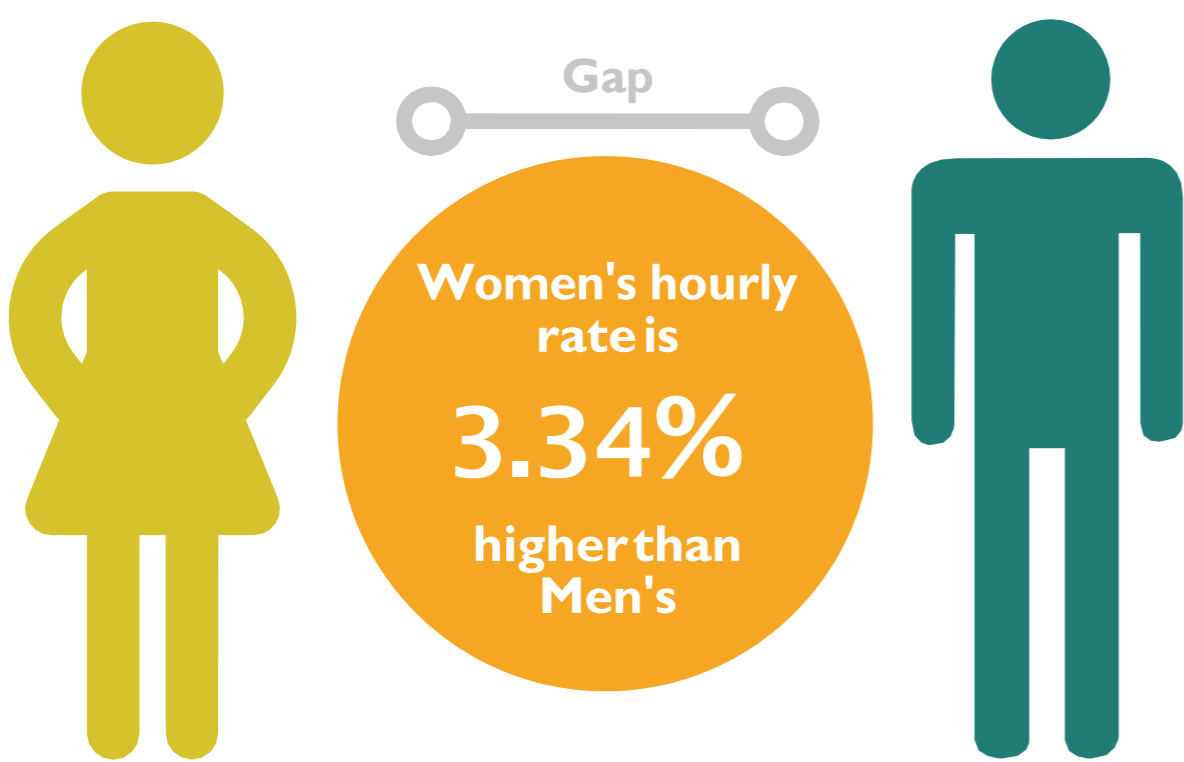


GenderBonus* Gap

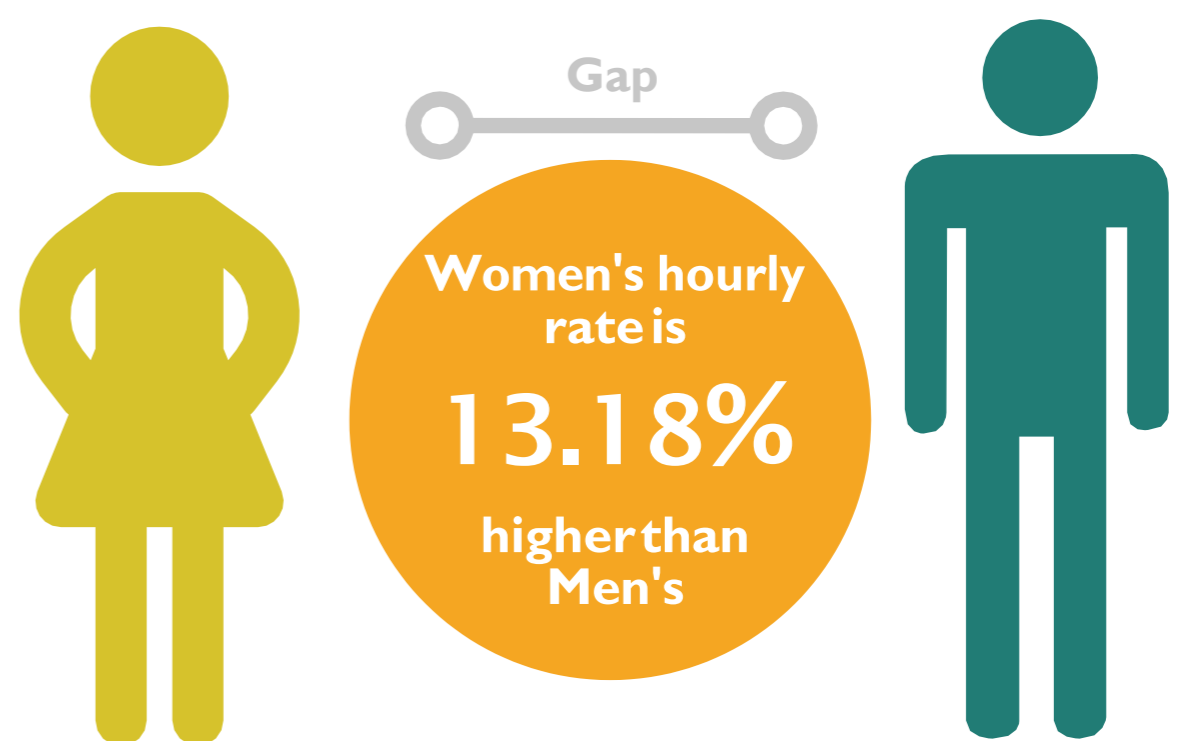


The proportion of men who received a bonus was **4.6%** and of women was **6.5%**

Mean Gender Pay Gap



Median Gender Pay Gap

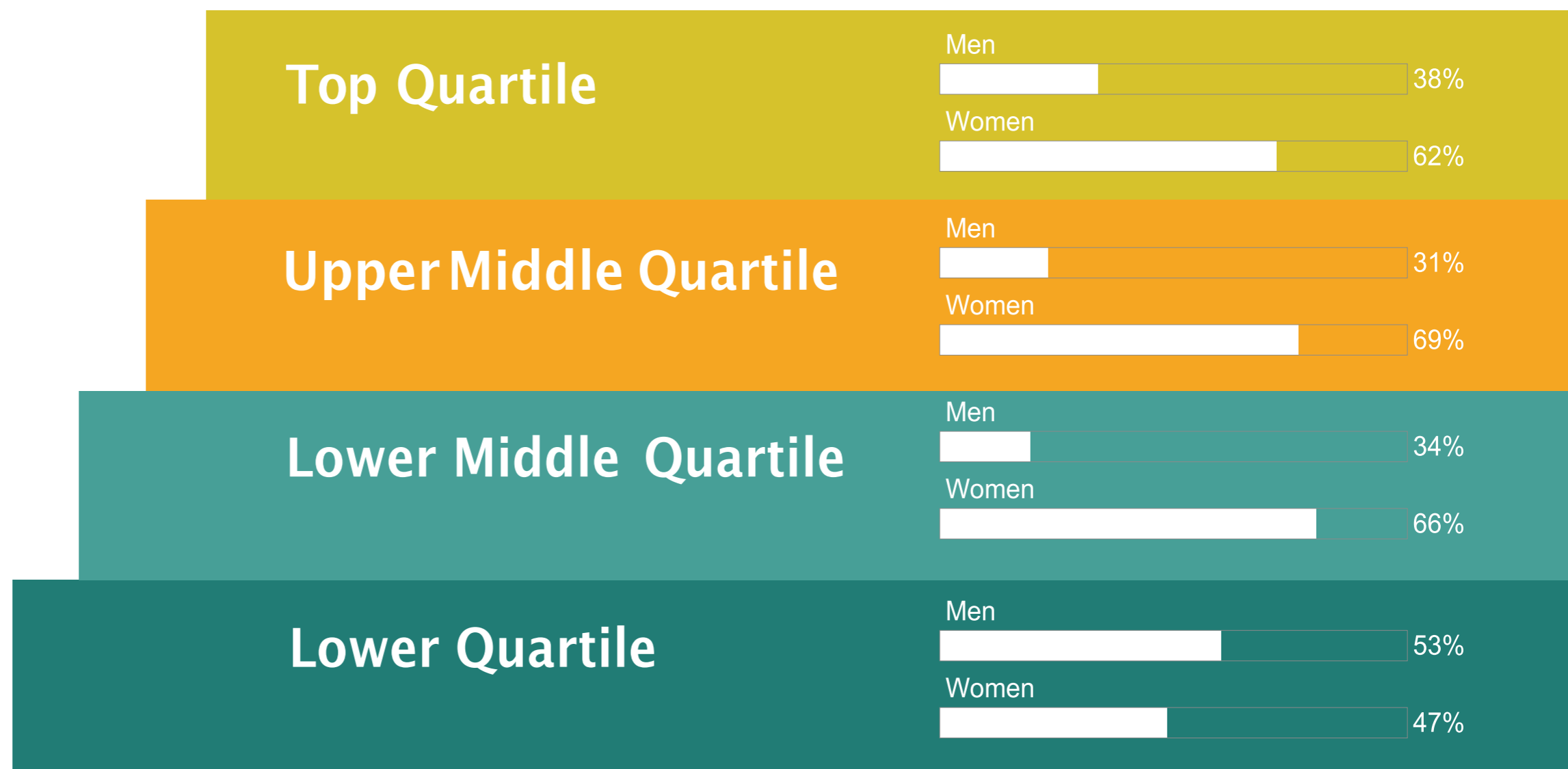


The gender pay gap analysis shows that when the average (mean) and median (central point) of all male and female hourly pay rates are compared, the value for female employees is greater than that for male employees.

The reasons for this at Harrow Council are:

- There is a higher % of women in the top quartile (62.3%), the upper middle quartile (69.4%) and the lower middle quartile (65.6%) when compared to the whole workforce (61.1% women, 38.9% men).
- There is a lower % of women in the bottom quartile, (47%), when compared to the whole workforce, (61.1% women, 38.9% men).

Pay Quartiles



Activities

Supporting Women

- Continue to encourage women to apply for senior roles.
- Ensure that flexible working practices and employment policies promote equality of opportunity across the whole workforce.



Continue existing good practice

- Continue existing good practice, which takes a fair and consistent approach to pay and grading through robust job evaluation processes.



*Bonus refers to long service payments, acting up payments and honoraria.

- 2018 salary data is based on the snapshot date of 31 March 2018.
- 2018 bonus data includes all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2018.
- On 31st March 2018, 1,962 people actively worked for Harrow Council. This figure does not include Schools employees.