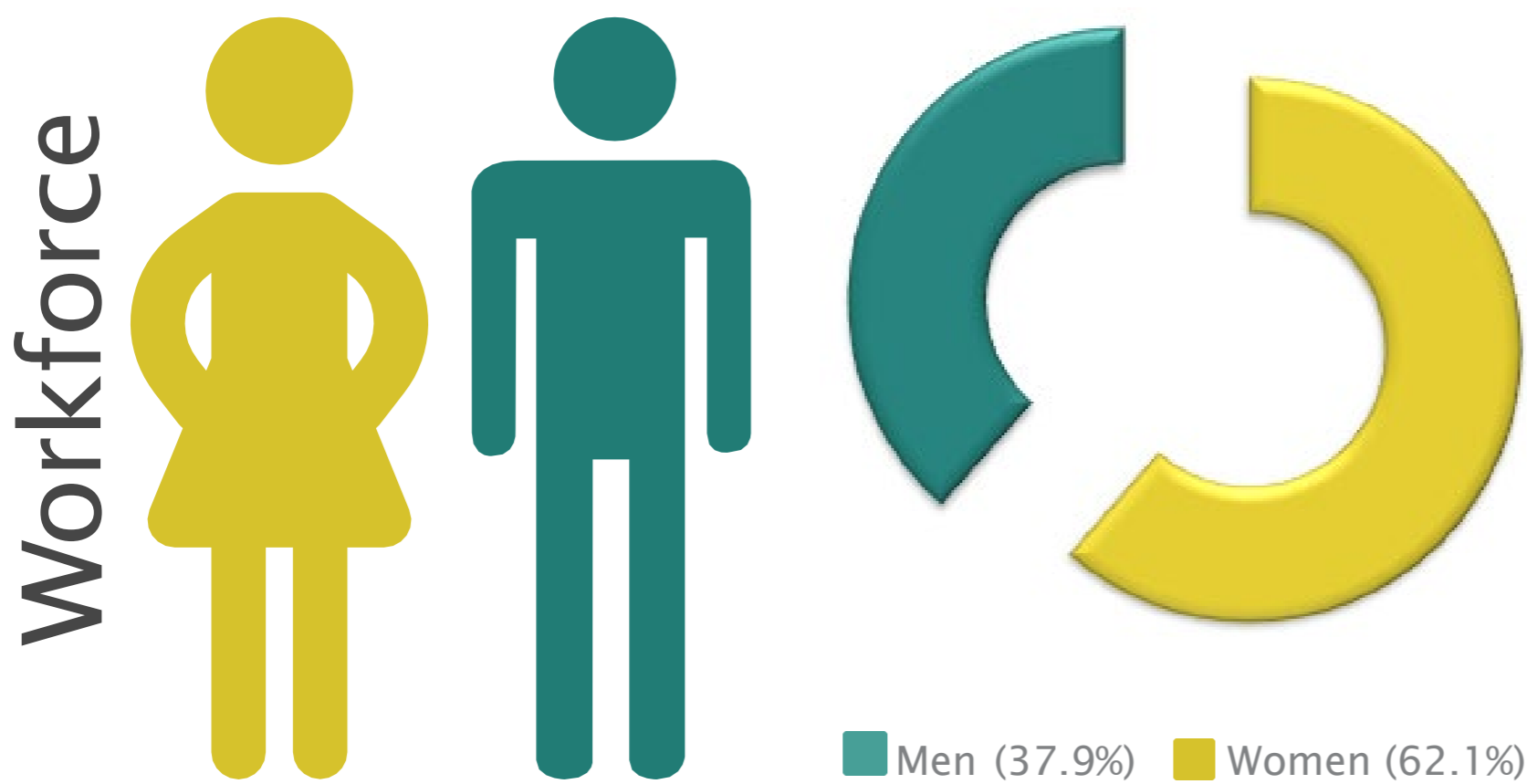


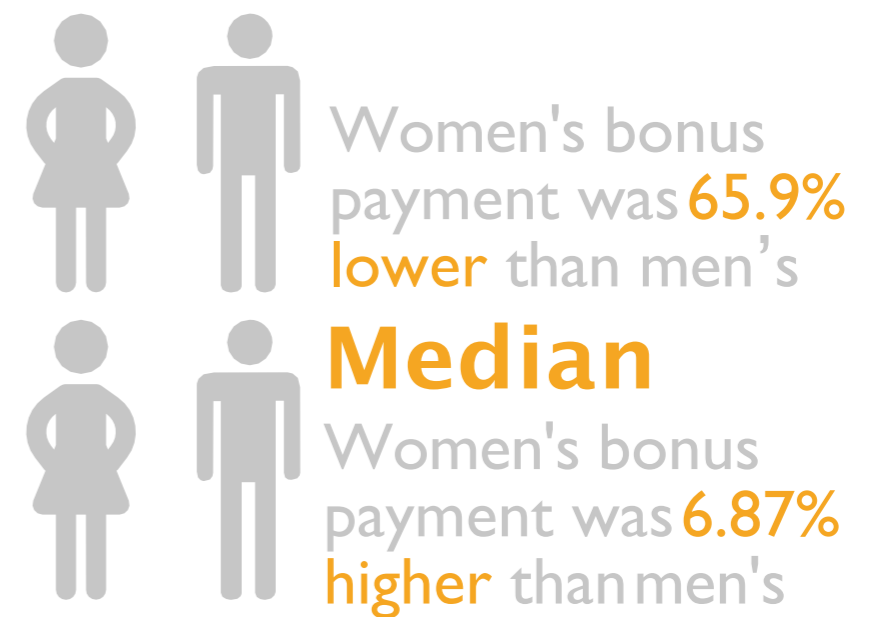
Gender Pay Gap (data from 31st March 2020)

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.

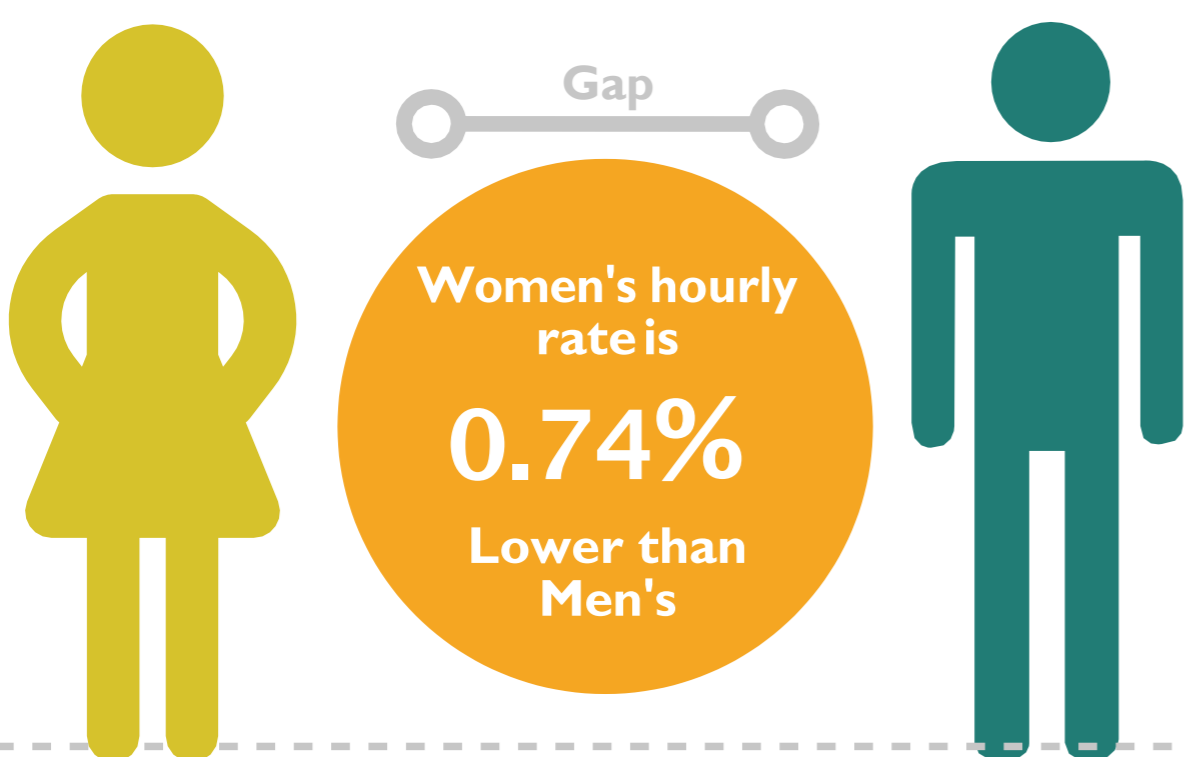


GenderBonus* Gap

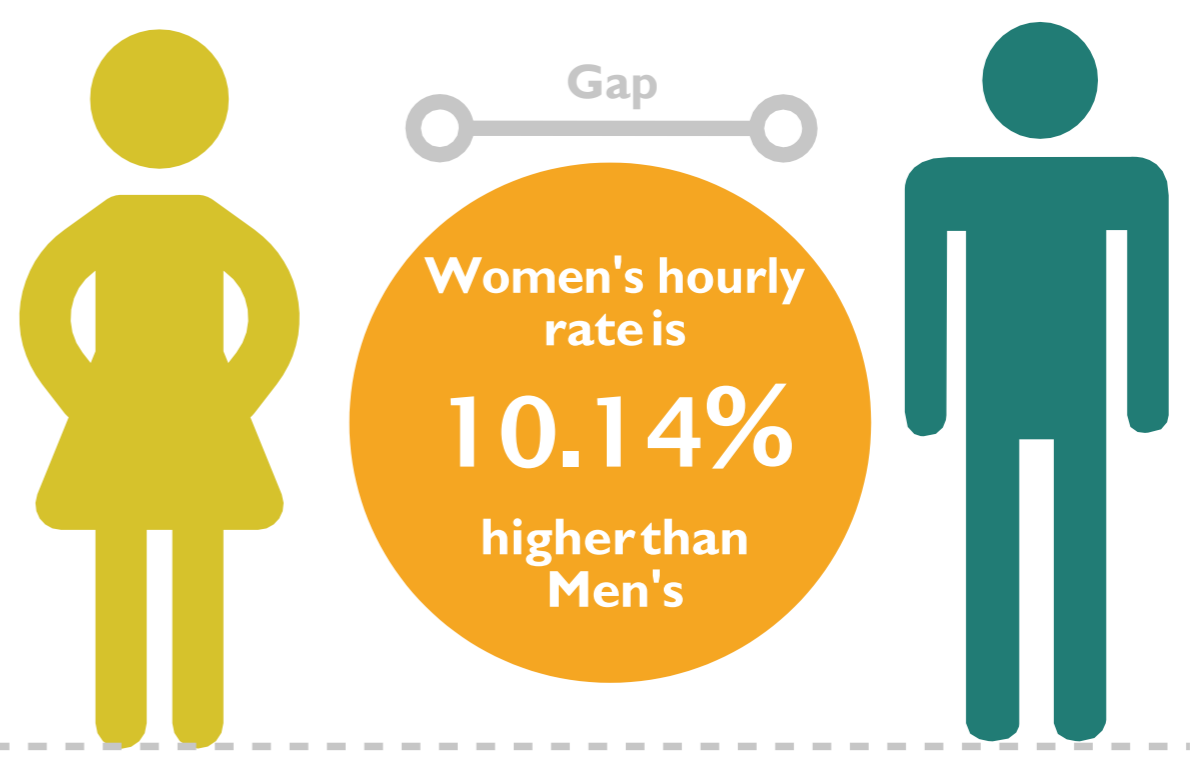


The proportion of men who received a bonus was **3.7%** and of women was **8.0%**

Mean Gender Pay Gap



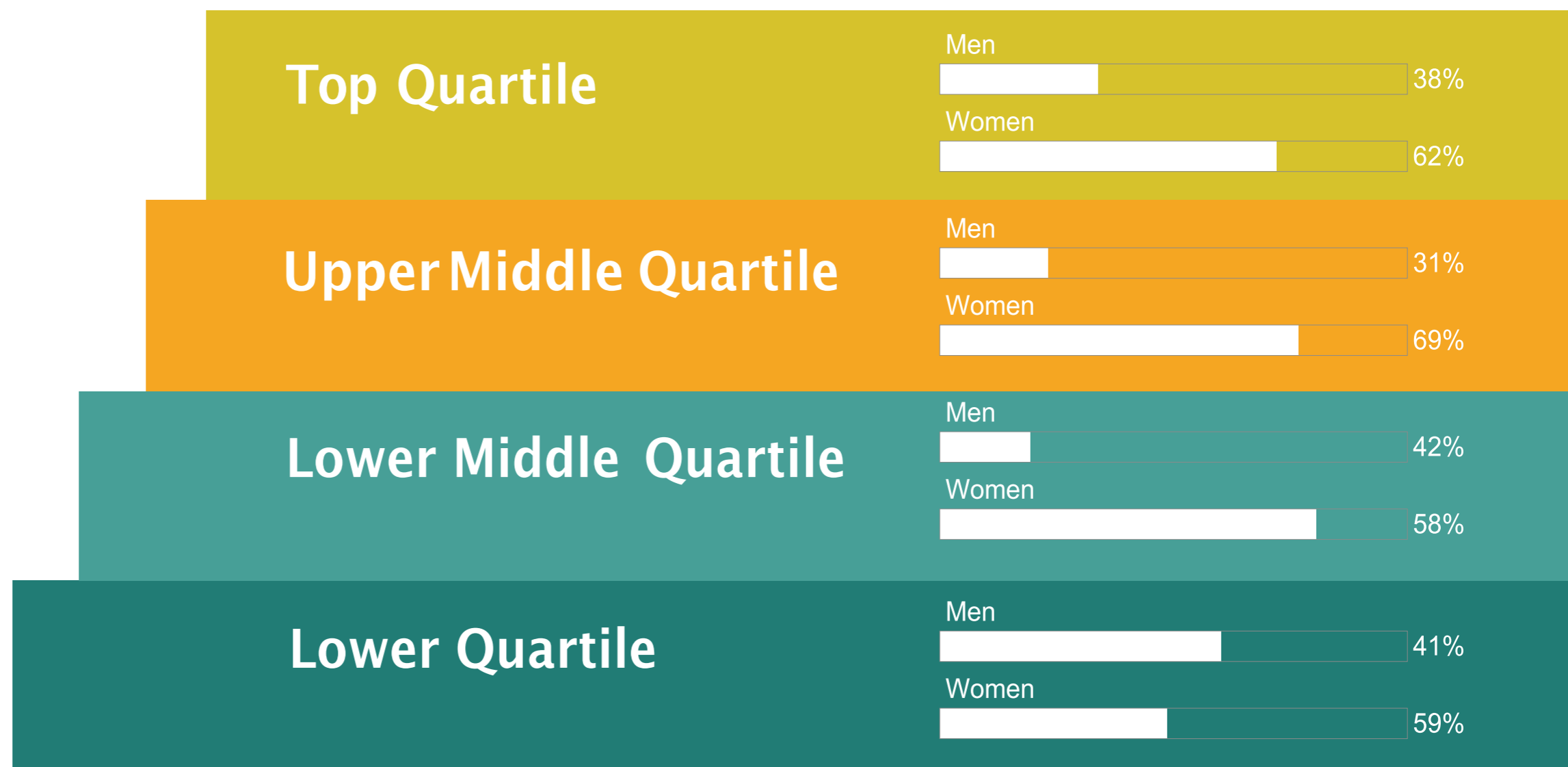
Median Gender Pay Gap



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 mean value for female employees is lower than that for male employees however the median value for female employees is higher.

- There is a higher % of women in all quartiles, the top quartile (62.2%) women and (37.8%) men, the upper middle quartile (69.5%) women and (30.5%) men, the lower middle quartile (57.7%) women and (42.3%) of men and the bottom quartile (58.9%) women and (41.1%) men.
- There are a higher % of women across all quartiles when compared to the whole workforce, (62.1% women, 37.9% 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.

- 2020 salary data is based on the snapshot date of 31 March 2020.
- 2020 bonus data includes all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2020.
- On 31st March 2020, 2,046 people actively worked for Harrow Council. This figure does not include Schools employees.