

Harrow Council Gender Pay Gap Report

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

We are required to calculate the following gender pay data:

- Gender pay gap (mean and median values)
- Gender bonus gap (mean and median values)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

Data

On the snapshot date of 31st March 2021, 2023 people actively worked for Harrow Council. This figure does not include Schools employees. Of the 2023 people 1232 (60.9%) were female and 792 (39.1%) were male.

Harrow Gender Pay Gap Data Snapshot date: 31 March 2021		
Hourly Rate	Mean	Median
Women's hourly rate is	1.58% higher	0.02% higher

Pay Quartiles	Men	Women
Top Quartile	39.6%	60.4%
Upper Middle Quartile	35.1%	64.9%
Lower Middle Quartile	52.4%	47.6%
Lower Quartile	29.4%	70.6%

Women's Bonus Pay is	Mean	Median
	26.4% lower than men's	29.0% higher than men's
Percentage who received bonus pay	Of Men	Of Women
	5.5%	8.6%