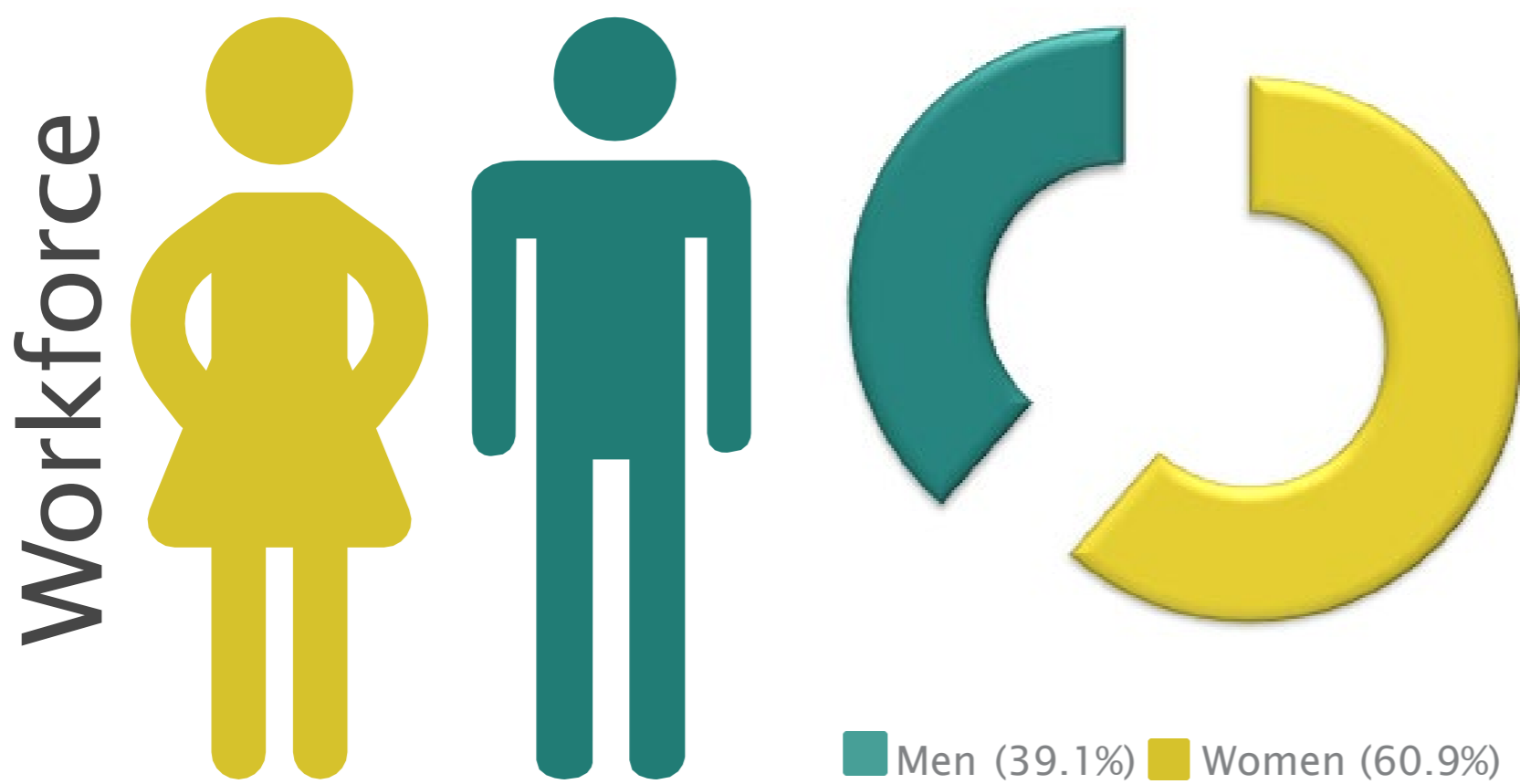


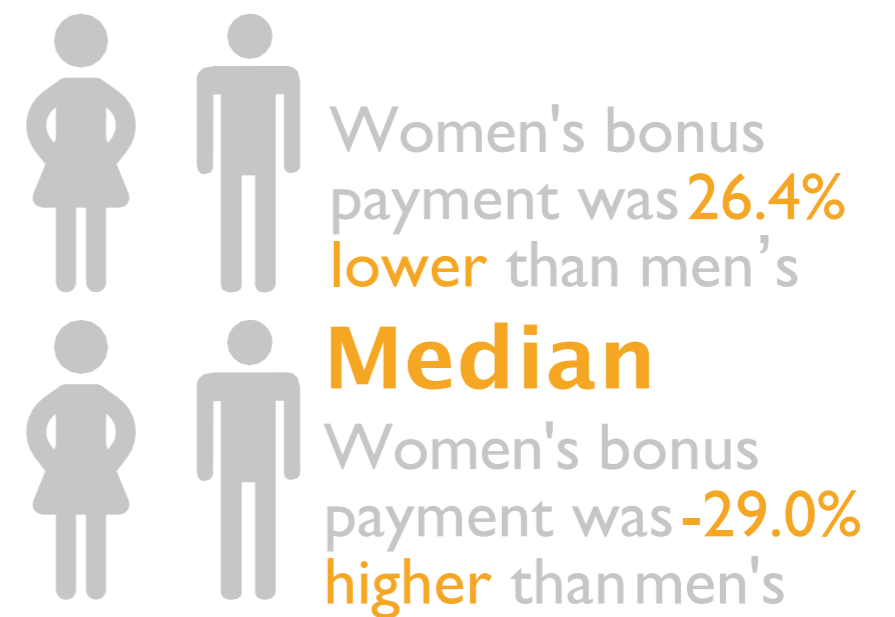
Gender Pay Gap (data from 31st March 2021)

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.

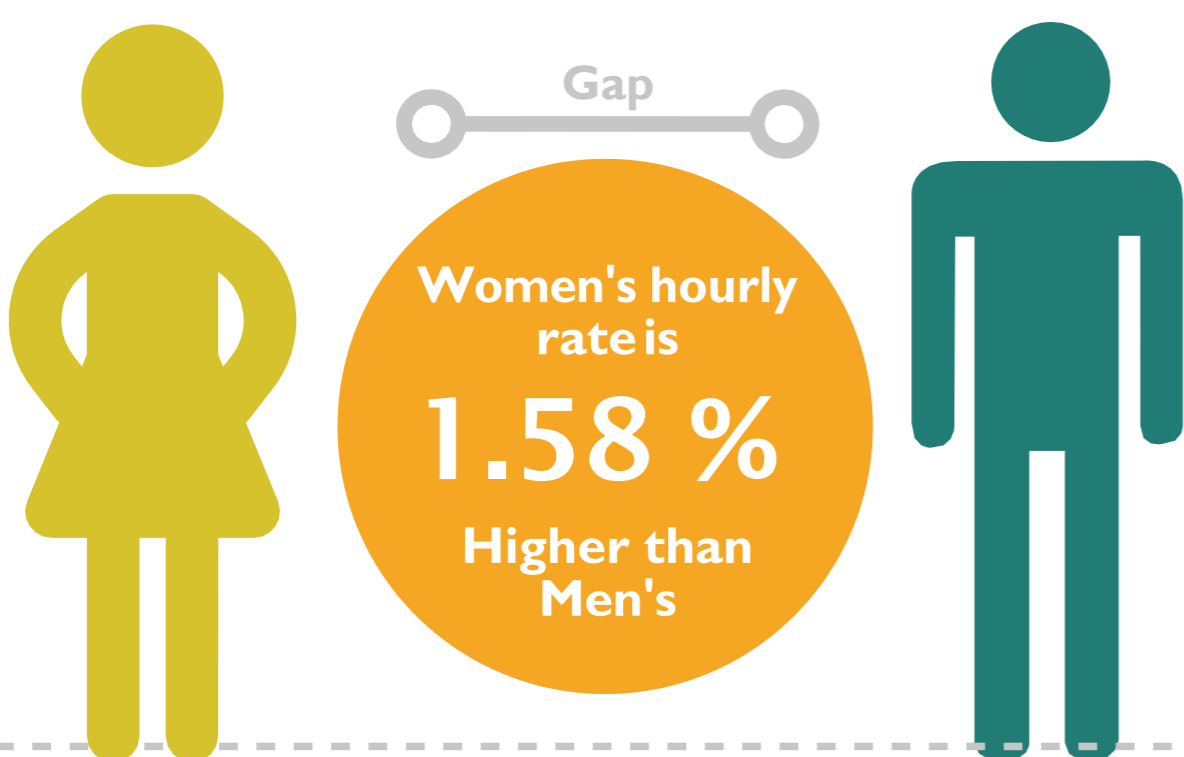


GenderBonus* Gap

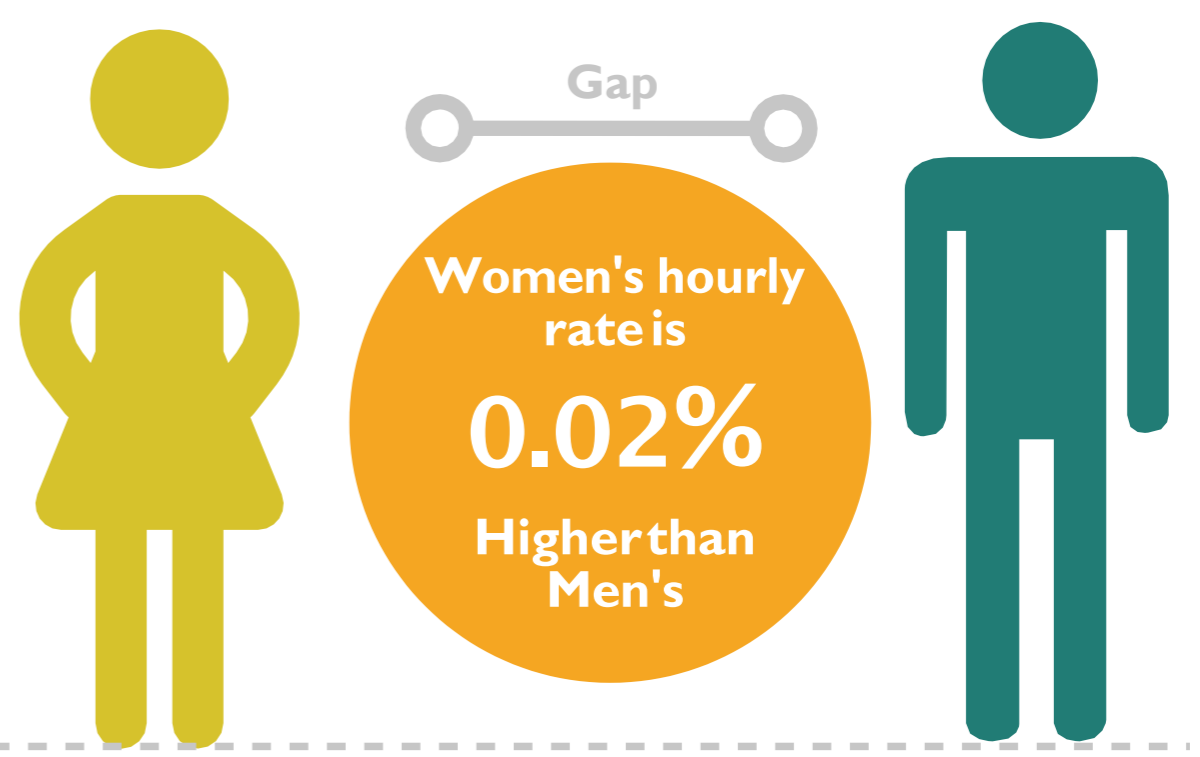


The proportion of men who received a bonus was **5.5%** and of women was **8.6%**

Mean Gender Pay Gap



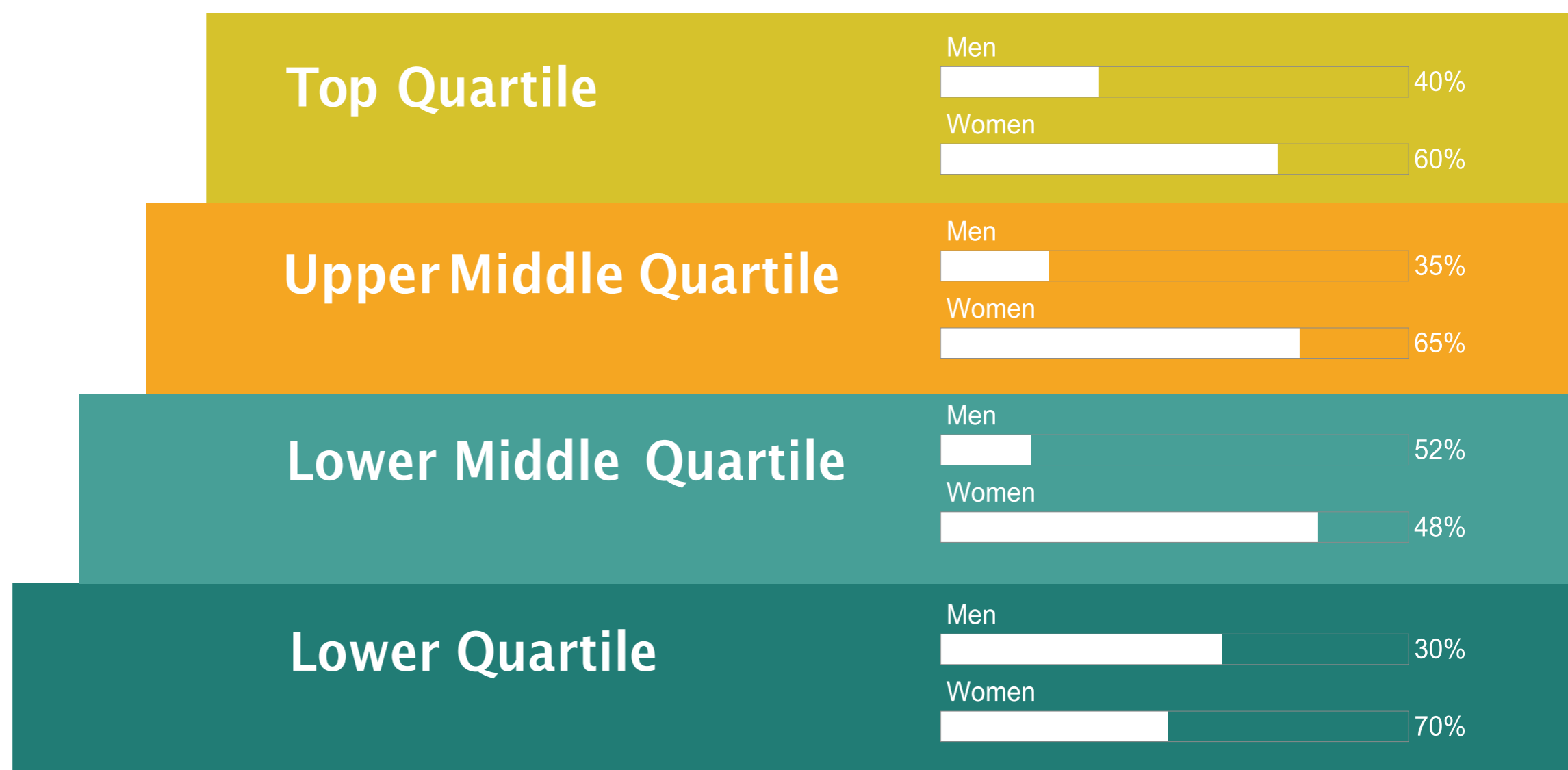
Median Gender Pay Gap



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 higher (£1.27 female to £1.00 male) than that for male employees and the median value for female employees is higher by 0.02%.

- The top quartile (60.4%) women and (39.6%) men, the upper middle quartile (64.9%) women and (35.1%) men, the lower middle quartile (47.6%) women and (52.4%) of men and the bottom quartile (70.6%) women and (29.4%) men.
- There are a higher % of women when compared to the whole workforce, (60.9% women, 39.1% men).

Pay Quartiles



Activities

Supporting Women

- Addressing issues around intersectionality and focusing in on multiple disadvantages facing women to help root out bias and discrimination.
- Ensure that flexible working practices and employment policies promote equality of opportunity across the whole workforce.
- Encouraging women to partake in newly launched Diversity Talent Programmes to build confidence and visibility in the organisation.
- Explore opportunities for senior leaders to sponsor women in junior grades, carving out a defined pathway for progression and supporting them to apply for senior roles.
- Providing a safe space for women through our new Women's Staff Network (GLOW) to address gender specific issues affecting female participation in the workplace, and to promote allyship.



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, one off retention payments and honoraria.**

- 2021 salary data is based on the snapshot date of 31 March 2021.
- 2021 bonus data includes all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2021.
- On 31st March 2021, 2,023 people actively worked for Harrow Council. This figure does not include Schools employees.