

## 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

<b>Harrow Gender Pay Gap Data Snapshot date: 31 March 2022</b>		
<b>Hourly Rate</b>	<b>Mean</b>	<b>Median</b>
Women's hourly rate is	4.52% lower (4.52%)	2.99% higher (-2.99%)

<b>Pay Quartiles</b>	<b>Men</b>	<b>Women</b>
Top Quartile	35.0%	65.0%
Upper Middle Quartile	31.2%	68.8%
Lower Middle Quartile	35.0%	65.0%
Lower Quartile	53.2%	46.8%

<b>Women's Bonus Pay is</b>	<b>Mean</b>	<b>Median</b>
	15% lower than men's	2.6% lower than men's
Percentage who received bonus pay	<b>Of Men</b>	<b>Of Women</b>
	4.7%	8.8%

On the snapshot date of 31<sup>st</sup> March 2022, 2,021 people actively worked for Harrow Council. This figure does not include Schools employees. Of the 2021 people 1240 (61.4%) were female and 781 (38.6%) were male.