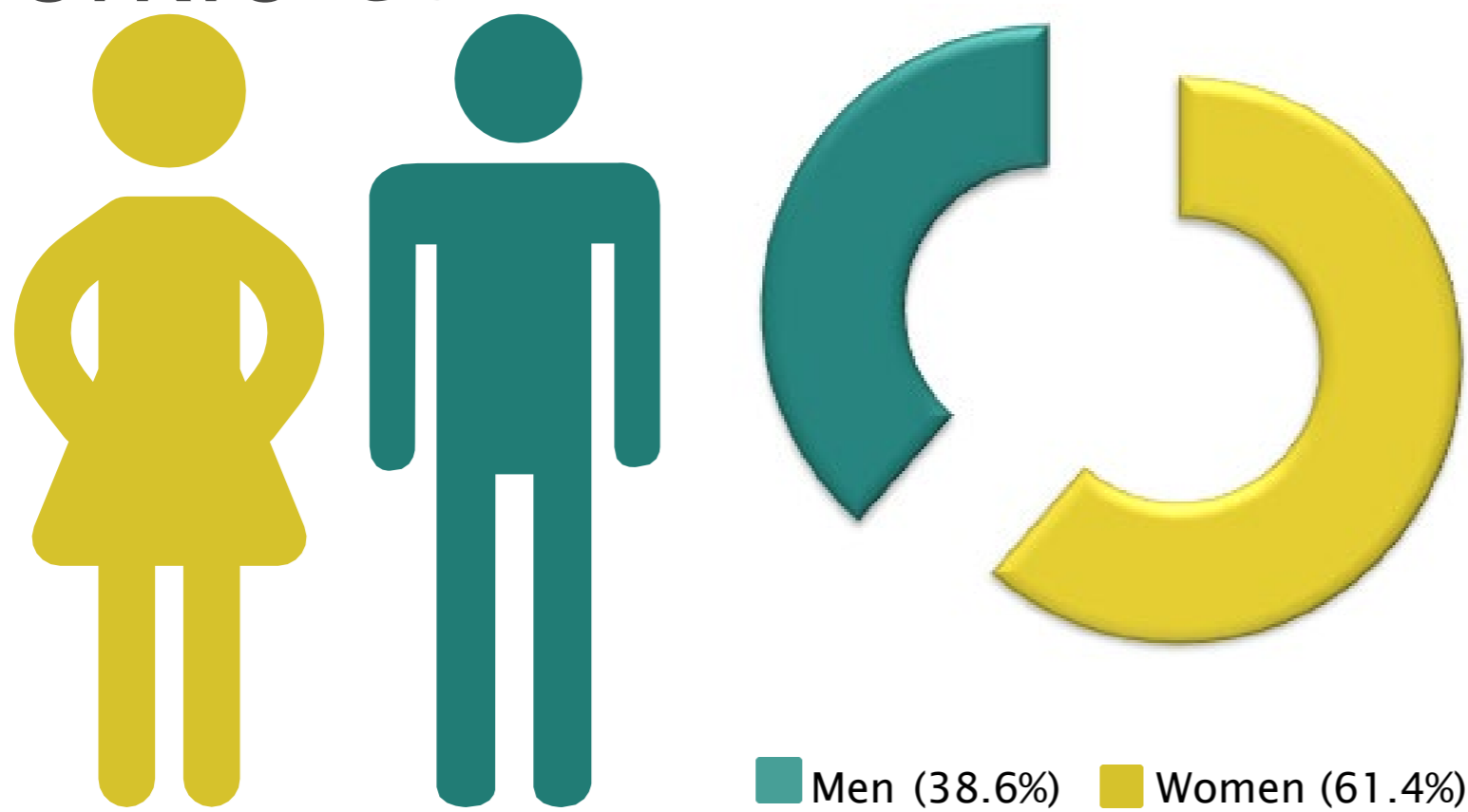


Gender Pay Gap (data from 31st March 2022)

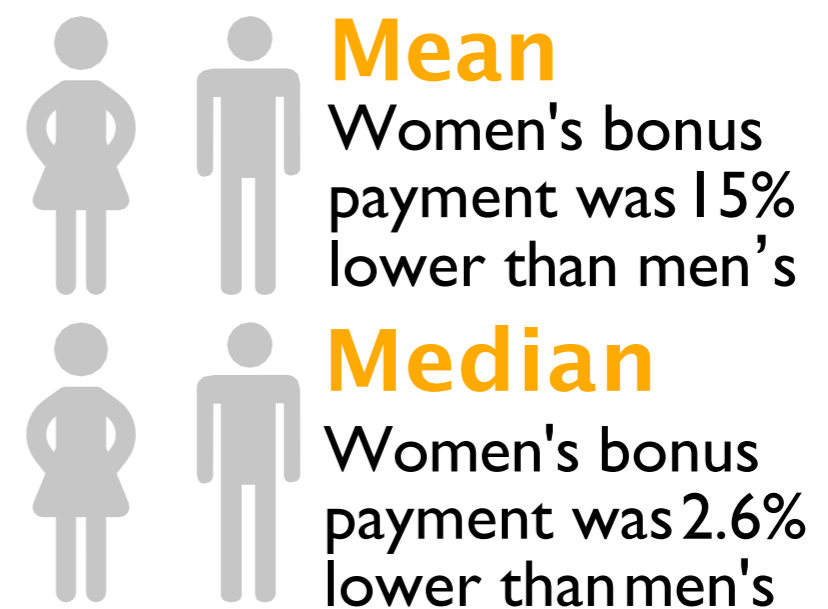
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 means that employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.

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.

Workforce

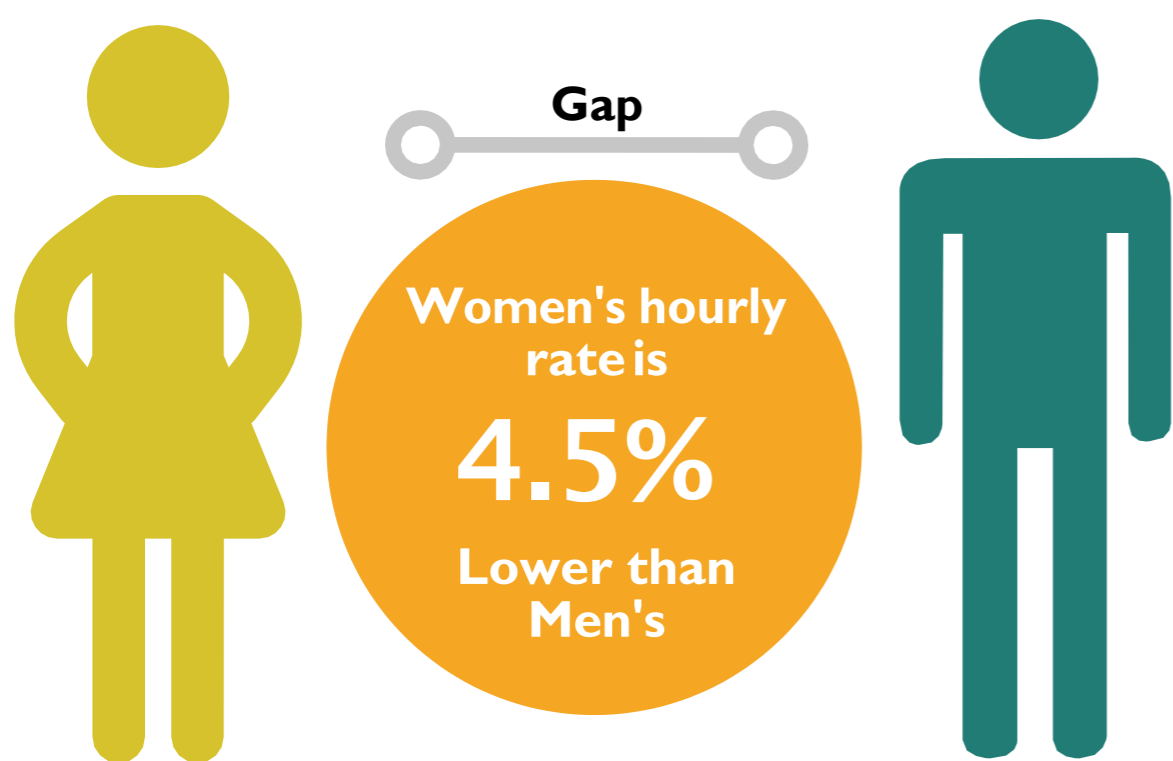


Gender Bonus* Gap

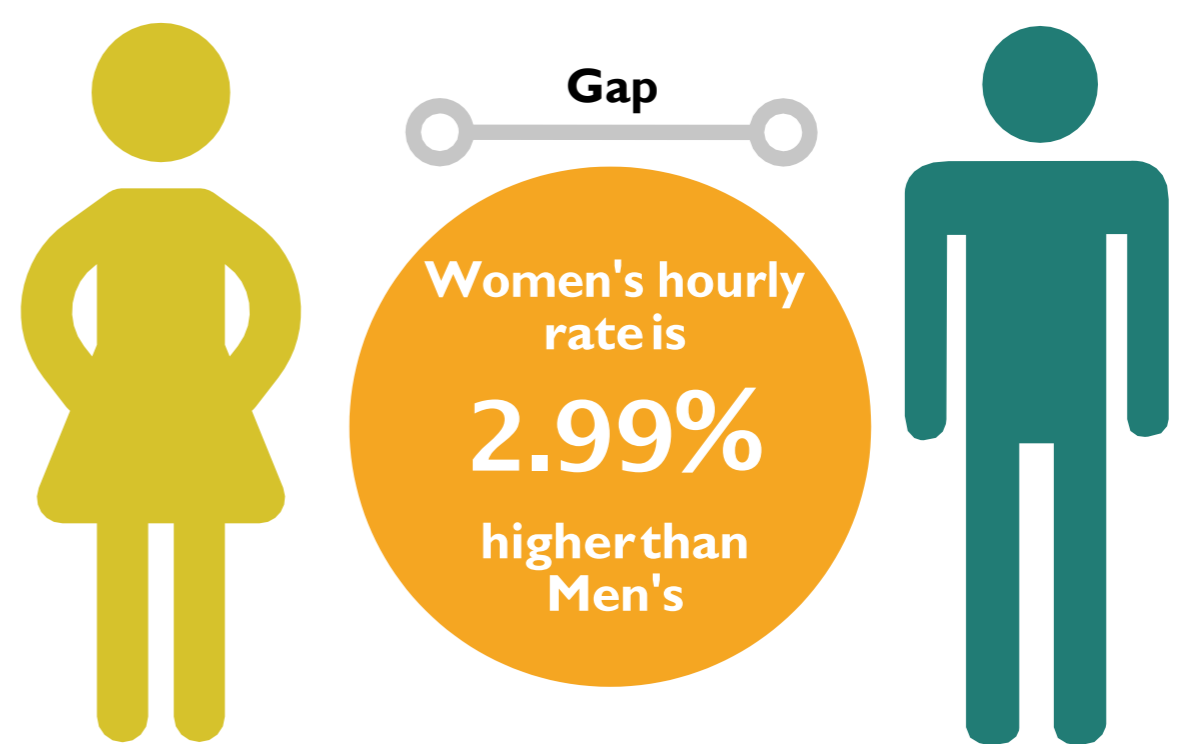


The proportion of men who received a bonus was 4.7% and of women was 8.8%

Mean Gender Pay Gap



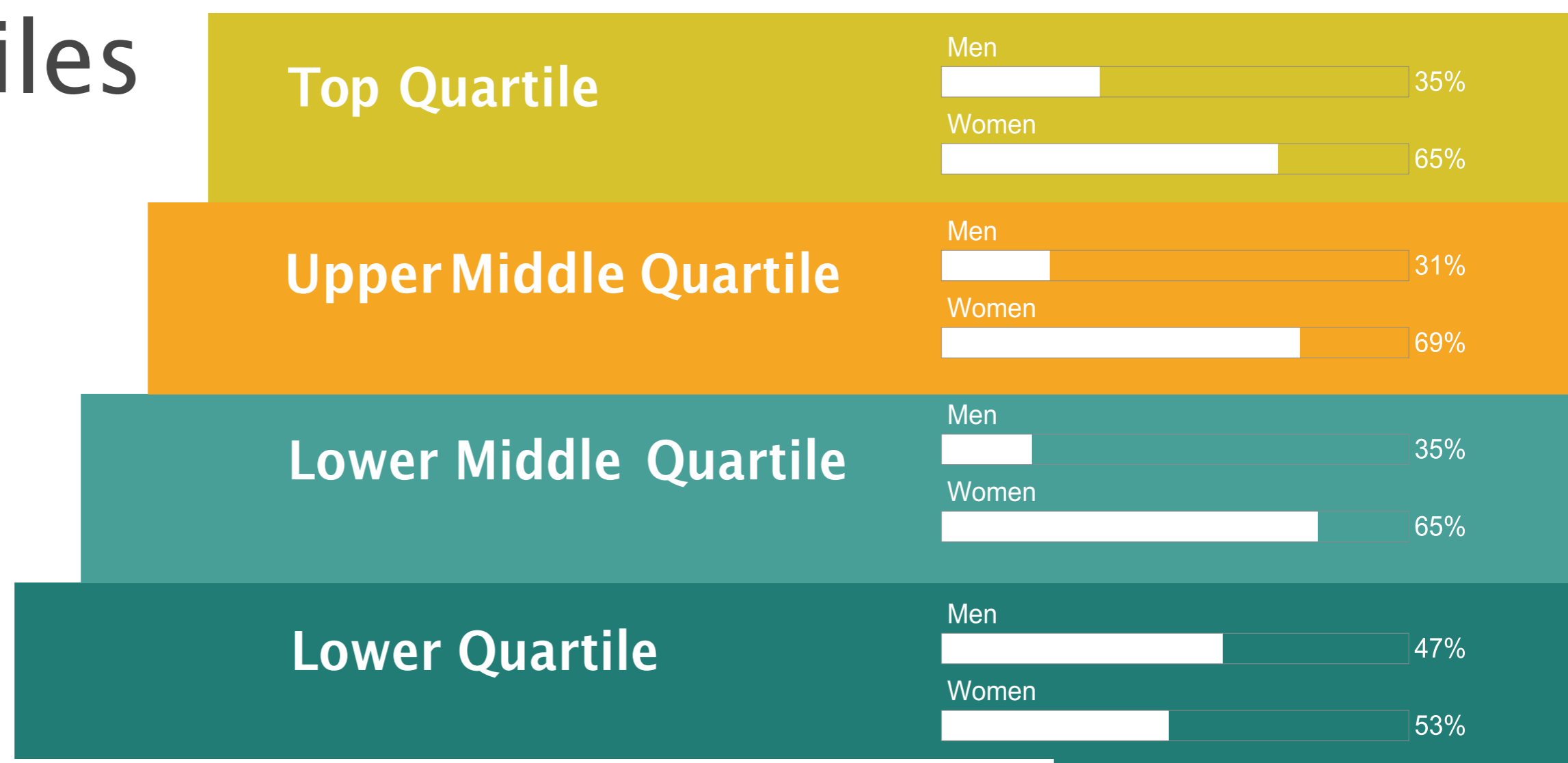
Median Gender Pay Gap



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 by 4.5% (£0.96 female to every £1.00 earned by male employees) and the median value for female employees is higher by 2.9% (£1.03 pence female to every £1.00 earned by males)

- The top quartile (65.0%) women and (35.0%) men, the upper middle quartile (68.8%) women and (31.2%) men, the lower middle quartile (65.0%) women and (35.0%) of men and the bottom quartile (53.2%) women and (46.8%) men.
- There are a higher % of women when compared to the whole workforce, (61.4% women, 38.6% 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.

The Council has various Diversity Talent Programmes to support female staff, these include:

- LeadHERShip – The aim of this programme is to transform participants from a contributor to a high performing leader and help make the best possible start to employees' leadership journey. Last year this programme was open to MG grades only. This year we are also targeting G11s as a test to break the glass ceiling where a lot of people get stuck at certain level. 6 women went through LeadHERShip, we have 18 due to start on the next programme.
- BeYou – This is an open development programme for G grade women, with a focus on building confidence and resilience.



- MED Coaching programme – This is a selected programme which is action-learning based designed to tackle limiting beliefs and behaviours.

Continue existing good practice



- Continue existing good practice, which takes a fair and consistent approach to pay and grading through robust job evaluation processes.
- We will be introducing a mentoring and sponsorship for women; sponsorship in particular is proven to be more effective in opening doors for women to progress.
- The changes to hybrid working is also a benefit to women. We will be doing more to ensure that these benefits are promoted to women whilst on maternity leave.

***Bonus refers to long service payments, one off retention payments and honoraria.**

- 2022 salary data is based on the snapshot date of 31 March 2022.
 - 2022 bonus data includes all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2022.
 - On 31st March 2022, 2,021 people actively worked for Harrow Council. This figure does not include Schools employees.
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