

London Borough of Harrow – Gender Pay Gap Report

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.

We are required to calculate the following gender pay data:

- Gender pay 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

Harrow Gender Pay Gap Data Snapshot date: 31 March 2025

Hourly Rate	Mean	Median
Women's hourly rate is	2.9% Higher	11.5% Higher

Pay Quartiles	Men	Women
Top Quartile	39%	61%
Upper Middle Quartile	32%	68%
Lower Middle Quartile	37%	63%
Lower Quartile	51%	49%

Notes:

1. The council does not operate a bonus scheme.
2. On the snapshot date of 31 March 2025, 2,006 people actively worked for the London Borough of Harrow. This figure does not include school employees. Of the 2,006 people, 1,209 (60%) were female, and 797 (40%) were male.