

Ealing Council Gender Pay Gap Report (as at 31 March 2018)

1. Introduction

Ealing Council salaries are determined through recognised job evaluation schemes (GLPC & Hay) which evaluate the job and not the jobholder. The schemes make no reference to gender or any other personal characteristics of existing or potential job holders and therefore ensures the council pays same salary to roles of equal value.

Ealing Council does not operate a bonus scheme and therefore no data is available for this metric.

Reference should also be made to our Pay Policy Statement 2018/2019 which can be found here:

https://www.ealing.gov.uk/downloads/download/3532/pay_policy_statement

The Pay Policy Statement for 2019/20 will be updated on the Council's public website during April 2019.

2. About the report

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay as set out in the Equality Act 2010.
- The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. This is a measure of the difference between men and women's average earnings across an organisation or the labour market and is expressed as a percentage of men's earnings.

The data in this report represents the gender pay gap for Ealing Council as at 31 March 2018. At this date, the workforce comprised of 66% female and 34% male with 79% full time and 21% part time.

3. Overall gender pay gap summary (all staff, full and part-time)

The overall mean pay gap has reduced from 5.9% in 2017 to 4.5% in 2018.

	Overall Mean pay gap	Overall Median pay gap
	Mean hourly pay (all staff)	Median hourly pay (all staff)
Female	£18.91	£17.52
Male	£19.81	£17.52
Pay Gap	4.5% (compared to 5.9% at 31st March 2017)	0.00% - this is a result of lots of employees being concentrated in the same range of pay grades

4. Quartile summary

The **Mandatory Gender Pay Gap Reporting – Public Sector Employers Government Consultation document** set out the methodology for the calculation of the quartile date. It recommends that - *“Employers will need to calculate their quartile data by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from lowest paid to the highest paid. This approach has been adopted in preference to calculating quartiles by dividing the overall pay distribution into four equal proportions. Splitting the data in equal groups by salary range could result in very small groups e.g. an entire quartile based on the Chief Executive’s salary”*

a. Mean hourly pay

The mean hourly pay gap has overall improved for all quartiles. The largest gap remains quartile 4, however this has still reduced from 5.63% in 2017 to 4.34% in 2018. A negative figure means that women are paid more than men.

	Female		Male		Pay Gap 2018	Pay Gap 2017
	Hourly Rate	Number of staff	Hourly Rate	Number of staff		
Quartile 1	£12.31	433	£12.12	237	-1.57%	0.57%
Quartile 2	£16.11	465	£16.04	206	-0.44%	0.06%
Quartile 3	£19.37	452	£19.31	219	-0.31%	0.31%
Quartile 4	£28.67	405	£29.97	266	4.34%	5.63%

b. Median hourly pay

The median hourly pay gap for quartile 1 has reduced from 0.81% in 2017 to -2.99% in 2018. Quartile 4 has increased slightly from 1.33% in 2017 to 1.69% in 2018.

	Female		Male		Pay Gap 2018	Pay Gap 2017
	Hourly Rate	Number of staff	Hourly Rate	Number of staff		
Quartile 1	£12.40	433	£12.04	237	-2.99%	0.81%
Quartile 2	£16.16	465	£16.16	206	0.00%	0.00%
Quartile 3	£18.80	452	£18.80	219	0.00%	0.00%
Quartile 4	£26.20	405	£26.65	266	1.69%	1.33%

5. Grade summary

The overall gender pay gap is a high level, non-adjusted indicator of male and female earnings. The gap is significantly affected by the make-up of the council's workforce which as at 31 March 2018 is 66% female. This could be due to the council's flexible working provisions being more attractive to women.

Workforce distribution will also affect the gender pay gap figures. This is because majority of staff are in the lower grades which have a larger female workforce such as care services. This will distort the overall gender pay gap as the gap would reflect workforce composition rather than pay inequalities.

Ealing Council has also chosen to analyse gender pay in relation to its grading structure as this level of analysis could provide a more in-depth look at the distribution of pay across the organisation. This level of examination can highlight issues which may not be obvious from the overall and quartile data.

Mean hourly pay by grade

The mean hourly pay gap by grade has:

- increased for staff up to grade 4, grades 5-7, grades 8-10 and grades 16-18
- decreased for grades 11-12, grades 13-15 and chief officer grades

	Female		Male		Pay Gap 2018	Pay Gap 2017
	Number of staff	Mean hourly rate	Number of staff	Mean hourly rate		
Up to Grade 4	195	£10.97	140	£11.30	2.92%	2.20%
Grade 5 - 7	537	£14.63	231	£14.59	-0.27%	-1.95%
Grade 8 - 10	506	£18.13	243	£18.17	0.22%	0.21%
Grade 11 - 12	235	£22.28	105	£22.19	-0.41%	0.14%
Grade 13 - 15	161	£26.25	111	£26.04	-0.81%	-0.34%
Grade 16 - 18	62	£32.54	49	£32.02	-1.62%	-3.38%
Chief Officer Grades	61	£42.55	53	£43.60	2.41%	8.36%

6. Summary of data to be provided under Equalities Act

Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)		
Mean hourly rate (Male hourly rate - Female hourly rate) / Male hourly rate x 100	4.5%		
Median hourly rate (as above calculation but for median hourly rates)	0.0%		
Pay Quartile Information			
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	60.5%	39.5%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	67%	33%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	69%	31%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	64.5%	35.5%	100%
Bonus pay	Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus		
Mean bonus	n/a		
Median bonus	n/a		
Bonuses paid			
Women paid bonus as % of all women	n/a		
Men paid bonus as % of all men	n/a		

7. Going forward

Ealing Council will continue to monitor and address any differential in pay between men and women in the organisation (4.5% at 31 March 2018) annually and in conjunction with the annual review of the Pay Policy Statement.

The Annual Survey of Hours and Earnings (ASHE) 2018 states that the gender pay gap fell from 2017 to 2018, to stand at 8.6% among full-time employees. The gap among all employees is higher (17.9%), driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs). The survey shows the pay gap across all sectors as:

All employees	Median	Mean
UK	17.9%	17.1%
London	12.3%	17.4%