

Ealing Council Gender Pay Gap Report (as at 31 March 2020)

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 2020/21 which can be found here:

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

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 2020. At this date, the workforce comprised of 65.7% female and 34.3% male employees.

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

The overall mean pay gap has increased from 5.5% in March 2019 to 5.9% in March 2020.

	Overall Mean pay gap	Overall Median pay gap
	Mean hourly pay (all staff)	Median hourly pay (all staff)
Female	£20.07	£18.23
Male	£21.33	£18.59
Pay Gap	5.9% (compared to 5.5% at 31 st March 2019)	1.9% (compared to 1.7% at 31 st March 2019)

3. 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

A negative figure means that women are paid more than men. The mean hourly pay gap continues to be highest in quartile 4 although there has been improvement in the other quartiles.

	Female		Male		Pay Gap			
	Hourly Rate	Number of staff	Hourly Rate	Number of staff	2020	2019	2018	2017
Quartile 1	£13.51	432	£13.38	230	-0.96%	-0.53%	-1.57%	0.57%
Quartile 2	£17.10	472	£17.02	190	-0.47%	-0.27%	-0.44%	0.06%
Quartile 3	£20.55	434	£20.40	228	-0.73%	-1.11%	-0.31%	0.31%
Quartile 4	£30.13	401	£32.27	261	6.65%	4.82%	4.34%	5.63%

b. Median hourly pay

The median hourly pay gap for quartile 4 has increased over the 4 year period although has improved overall in the other quartiles.

	Female		Male		Pay Gap			
	Hourly Rate	Number of staff	Hourly Rate	Number of staff	2020	2019	2018	2017
Quartile 1	£13.52	432	£13.09	230	-3.28%	-3.09%	-2.99%	0.81%
Quartile 2	£16.82	472	£16.82	190	0.00%	0.00%	0.00%	0.00%
Quartile 3	£20.32	434	£20.10	228	-1.09%	-2.76%	0.00%	0.00%
Quartile 4	£27.62	401	£28.69	261	3.73%	2.12%	1.69%	1.33%

4. 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 2020 is 65.7% female.

Workforce distribution in different types of roles will also affect the gender pay gap figures. 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 and grades 5-7
- decreased for all other grades, particularly grades 16-18 and Chief Officer grades

	Female		Male		Pay Gap			
	Number of staff	Mean hourly rate	Number of staff	Mean hourly rate	2020	2019	2018	2017
Up to Grade 4	173	£12.03	125	£12.39	2.89%	2.66%	2.92%	2.20%
Grade 5 - 7	526	£15.51	224	£15.56	0.36%	0.27%	-0.27%	-1.95%
Grade 8 - 10	500	£18.90	235	£19.06	0.84%	0.91%	0.22%	0.21%
Grade 11 - 12	217	£23.13	99	£23.14	0.05%	1.53%	-0.41%	0.14%
Grade 13 - 15	203	£26.99	121	£27.20	0.76%	1.28%	-0.81%	-0.34%
Grade 16 - 18	55	£33.25	39	£32.90	-1.05%	1.44%	-1.62%	-3.38%
Chief Officer Grades	65	£44.50	66	£45.57	2.35%	6.25%	2.41%	8.36%

5. 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	5.9%		
Median hourly rate (as above calculation but for median hourly rates)	1.9%		
Pay Quartile Information			
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	60.57%	39.43%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	65.56%	34.44%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	71.30%	28.70%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	65.26%	34.74%	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		

6. Going forward

Ealing Council will continue to monitor any differential in pay between men and women in the organisation (5.9% at 31 March 2020) annually in conjunction with the annual review of the Pay Policy Statement and a focus will be given through work on our Equalities, Diversity and Inclusion and our action plan.

Annual Survey of Hours and Earnings (ASHE) 2020

This states that the gender pay gap fell from 9.0% in April 2019 to 7.4% in April 2020 among full-time employees.

The gap among all employees is higher - 15.5% down from 17.4% in 2019. This is higher than among full-time employees because women fill more part-time jobs.

The analysis also explored the types of occupation in which men and women work by age group. It showed a lower incidence of women moving into higher-paid managerial occupations after the age of 39 years (at which point pay in these occupations increases)

The largest fall in the gender pay gap in 2020 is among managers, directors and senior officials from 16.3% to 9.9% reflecting more women holding higher-paid managerial roles.

The survey shows the pay gap across London is highest at 14.1%, followed by the South East at 12.9%