

Ealing Council Gender Pay Gap Report

31 March 2022

EALING COUNCIL

Contents

Introduction	1
Open and accountable Open and accountable Ealing Council.....	1
About the report	2
Quartile summary	2
Mean hourly pay	3
Median hourly pay	3
Grade summary	4
Going forward.....	5
Summary of data to be provided under Equalities Act.....	5
Mean gender pay gap.....	5
Median gender pay gap	6
Pay quartile information.....	6
Bonus gender pay gap.....	6
Bonuses paid	6

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 the 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 which can be found on the council website:

[Open and accountable | Open and accountable | Ealing Council](#)

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 2022. At this date, the workforce was made up of 66% female and 34% male employees.

The overall mean pay gap in March 2022 is 6.1% which is the same as reported for March 2021.

The median pay gap has decreased from 4.3% in March 2021 to 3.4% in March 2022.

Quartile summary

The Mandatory Gender Pay Gap Reporting - Public Sector Employers Government Consultation document set out the methodology for the calculation of the quartile data. 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"*

Mean hourly pay

A negative figure means that women are paid more than men; a zero pay gap indicates that women are paid the same as men. The mean hourly pay gap continues to be highest in quartile 4.

The mean hourly pay for women across all quartiles is £21.36 and for men £22.75.

Quartile	Female Mean hourly rate	Female Number of staff	Male Mean hourly rate	Male Number of staff	2022 quartile pay gap	2021 quartile pay gap	2020 quartile pay gap	2019 quartile pay gap	2018 quartile pay gap
Quartile 1	£14.17	433	£14.04	227	-0.9%	-1.0%	-0.96%	-0.53%	-1.57%
Quartile 2	£18.12	466	£18.11	194	0.0%	0.0%	-0.47%	-0.27%	-0.44%
Quartile 3	£21.89	446	£22.09	214	0.9%	-1.3%	-0.73%	-1.11%	-0.31%
Quartile 4	£32.40	398	£34.25	262	5.4%	4.9%	6.65%	4.82%	4.34%
Overall	£21.36	1743	£22.75	897	6.1%	6.1%	5.9%	5.5%	4.5%

Median hourly pay

The median hourly pay gap for quartile 4 has continued to increase over the past five years (since reporting began in 2018).

The median hourly pay for women across all quartiles is £19.25 and for men £19.92.

Quartile	Female Median hourly rate	Female Number of staff	Male Median hourly rate	Male Number of staff	2022 quartile pay gap	2021 quartile pay gap	2020 quartile pay gap	2019 quartile pay gap	2018 quartile pay gap
Quartile 1	£14.47	433	£13.52	225	-7.0%	-5.5%	-3.28%	-3.09%	-2.99%

Quartile	Female Median hourly rate	Female Number of staff	Male Median hourly rate	Male Number of staff	2022 quartile pay gap	2021 quartile pay gap	2020 quartile pay gap	2019 quartile pay gap	2018 quartile pay gap
Quartile 2	£17.58	466	£17.58	196	0.0%	0.0%	0.00%	0.00%	0.00%
Quartile 3	£22.21	446	£22.21	213	0.0%	-2.5%	-1.09%	-2.76%	0.00%
Quartile 4	£28.88	398	£30.29	263	4.7%	3.9%	3.73%	2.12%	1.69%
Overall	£19.25	1743	£19.92	897	3.4%	4.3%	1.9	1.7%	0.0%

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 2022 is 66% 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.

The mean hourly pay gap by grade has:

- decreased significantly for staff up to grade 4 (where the number of female staff has increased from 210 to 287),
- increased for staff on grades 16-18 and Chief Officer grades.

Grade range	Female Mean hourly rate	Female Number of staff	Male Mean hourly rate	Male Number of staff	2022 quartile pay gap	2021 quartile pay gap	2020 quartile pay gap	2019 quartile pay gap	2018 quartile pay gap
Up to grade 4	£13.21	287	£13.22	155	0.0%	5.1%	2.89%	2.66%	2.92%
Grade 5-7	£17.51	575	£17.38	245	-0.8%	3.4%	0.36%	0.27%	-0.27%
Grade 8-10	£20.81	357	£20.85	169	0.2%	0.6%	0.84%	0.91%	0.22%
Grade 11-12	£24.96	216	£24.90	104	-0.2%	0.9%	0.05%	1.53%	-0.41%
Grade 13-15	£28.82	175	£28.84	118	0.1%	0.4%	0.76%	1.28%	-0.81%
Grade 16-18	£35.28	60	£35.43	39	0.4%	-2.8%	-1.05%	1.44%	-1.62%
Chief Officers	£46.45	73	£47.75	67	2.7%	1.6%	2.35%	6.25%	2.41%

Going forward

Ealing Council will continue to monitor any differential in pay between men and women in the organisation annually in conjunction with the annual review of the Pay Policy Statement. A focus on gender pay gap will continue to form part of our work on our Equalities, Diversity and Inclusion action plan, working with our Staff Equality Groups.

Summary of data to be provided under Equalities Act

Mean gender pay gap

Mean gender pay gap = 6.1%

Calculation: (Male hourly rate - Female hourly rate) / Male hourly rate x 100

Median gender pay gap

Median gender pay gap = 3.4%

Calculation as above calculation but for median hourly rates

Pay quartile information

Pay quartiles	Female	Male
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	60.3%	39.7%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	67.6%	32.4%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	70.6%	29.4%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	65.6%	34.4%

Bonus gender pay gap

Definition: the difference between women's bonus and men's bonus as a % of men's bonus

Bonus gender pay gap	Female	Male
Mean bonus pay gap	n/a	n/a
Median bonus pay gap	n/a	n/a

Bonuses paid

Women paid bonus as % of all women	n/a	n/a
Men paid bonus as % of all men	n/a	n/a

[Ealing Council gender pay gap data for 2022-23 reporting year](#)