

Ealing Council Gender Pay Gap Report

31 March 2023

EALING COUNCIL

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Introduction

With the introduction of Gender Pay Gap reporting in April 2017, organisations with 250 employees or more are legally required to report annually their gender pay gap. The gender pay gap is an equality measure that shows the difference in average earnings between women and men, however, it does not show the differences in pay for comparable jobs.

To create a level playing field for all reporting organisations the data is taken on a snapshot date – for the public sector this is 31st March. As an employer, Ealing Council has a clear [Pay Policy Statement](#) of paying employees equally for the same, or equivalent, work regardless of gender.

Ealing Council salaries are determined through recognised job evaluation schemes (GLPC & Hay) in partnership with recognised Trade Unions, 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.

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 of 31 March 2023. At this date, the workforce was made up of 66% female and 34% male employees.

The overall mean pay gap in March 2023 is 4.3% which is down from 6.1% in March 2022.

The median pay gap has decreased from 3.4% in March 2022 to 0% in March 2023.

Quartile summary

The Mandatory Gender Pay Gap Reporting - Public Sector Employers Government Consultation document sets 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 £22.91 and for men £23.93.

Quartile	Female mean hourly rate	Female number of staff	Male mean hourly rate	Male number of staff	2023 mean pay gap	2022 mean pay gap	2021 mean pay gap	2020 mean pay gap	2019 mean pay gap	2018 mean pay gap
Quartile 1	£15.79	411	£15.56	254	-1.5%	-0.9%	-1.0%	-0.96%	-0.53%	-1.57%
Quartile 2	£19.53	467	£19.52	197	-0.1%	0.0%	0.0%	-0.47%	-0.27%	-0.44%
Quartile 3	£23.50	463	£23.55	201	0.2%	0.9%	-1.3%	-0.73%	-1.11%	-0.31%
Quartile 4	£33.42	402	£35.64	262	6.2%	5.4%	4.9%	6.65%	4.82%	4.34%
Overall	£22.91	1743	£23.93	914	4.3%	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 six years.

The median hourly pay for women and men across all quartiles is £21.14.

Quartile	Female median hourly rate	Female number of staff	Male median hourly rate	Male number of staff	2023 median pay gap	2022 median pay gap	2021 median pay gap	2020 median pay gap	2019 median pay gap	2018 median pay gap
Quartile 1	£16.00	413	£14.91	252	-7.3%	-7.0%	-5.5%	-3.28%	-3.09%	-2.99%
Quartile 2	£19.28	465	£19.28	199	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%
Quartile 3	£23.43	463	£23.43	201	0.0%	0.0%	-2.5%	-1.09%	-2.76%	0.00%
Quartile 4	£30.10	402	£31.87	262	5.6%	4.7%	3.9%	3.73%	2.12%	1.69%
Overall	£21.14	1743	£21.14	914	0.0%	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 of 31 March 2023 is 66% female and 34% male.

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.

Grade range	Female mean hourly rate	Female number of staff	Male mean hourly rate	Male number of staff	2023 mean pay gap	2022 mean pay gap	2021 mean pay gap	2020 mean pay gap	2019 mean pay gap	2018 mean pay gap
Up to grade 4	£14.15	152	£14.24	129	0.7%	0.0%	5.1%	2.89%	2.66%	2.92%
Grade 5-7	£17.79	494	£17.80	225	0.0%	-0.8%	3.4%	0.36%	0.27%	-0.27%
Grade 8-10	£21.26	502	£21.25	208	0.0%	0.2%	0.6%	0.84%	0.91%	0.22%
Grade 11-12	£25.60	237	£25.62	108	0.1%	-0.2%	0.9%	0.05%	1.53%	-0.41%
Grade 13-15	£29.65	223	£29.88	134	0.8%	0.1%	0.4%	0.76%	1.28%	-0.81%
Grade 16-18	£35.60	55	£35.12	31	-1.4%	0.4%	-2.8%	-1.05%	1.44%	-1.62%
Chief Officers	£46.00	80	£47.43	79	3.0%	2.7%	1.6%	2.35%	6.25%	2.41%

Going forward

As an employer, Ealing Council has a transparent and clear pay structure, to enable paying employees equally for the same, or equivalent work regardless of gender.

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 the gender pay gap will continue to form part of our

work and integrated within our Corporate Equality, Diversity and Inclusion Action Plan and work with our Staff Equality Groups.

Our overall performance for the corporate indicators for pay for 22/23 is mixed. We successfully exceeded our target (49.0) for the percentage of the top paid 5% of Local Authority staff who are female (49.1) and have noted a significant increase in the percentage of top paid staff Local Authority who are from an ethnic minority (19.0 target and achievement of 24.5). We marginally missed the target (4.0) for the percentage of the top paid 5% of Local Authority staff who are disabled (3.9).

Looking ahead to 2023-24, we will continue to implement our fair pay policy, conduct regular pay audits, and ensure our recruitment and selection processes are free from bias. We have planned to undertake a campaign to encourage more staff to update their personal/sensitive data to ensure that we have a clearer understanding of our workforce and gaps and can consider setting more challenging targets for the future.

Summary of data to be provided under Equalities Act

Mean gender pay gap

Mean gender pay gap = 4.3%

Calculation: $(\text{Male hourly rate} - \text{Female hourly rate}) / \text{Male hourly rate} \times 100$

Median gender pay gap

Median gender pay gap = 0%

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)	60.5%	39.5%

Pay quartiles	Female	Male
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	69.7%	30.3%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	70.3%	29.7%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	61.8%	38.2%

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

Men paid bonus as % of all men: n/a

[Gender pay gap for Ealing Council](#)