



London Borough of Redbridge Annual Gender Pay Gap Report 2023



Ambitious for Redbridge



Introduction / Background

As of April 2018, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, specified that it is a statutory requirement for all organisations with 250 or more employees to report annually their gender pay gap data. Reports should include the following:

- mean and median gender pay gaps
- mean and median gender gaps in bonus payments
- proportion of men and women who receive bonus payments
- proportions of male and female employees in each pay quartile

The gender pay gap shows the difference in the average pay between all men and all women in a workforce overall. If a workforce has a particularly high gender pay gap, this can indicate there may be an issue to deal with.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

This information must be published by 30th March 2024, on both the council's website and on a dedicated central government site.

Gender Pay Gap Reporting is carried out retrospectively according to Government guidelines. This analysis is based on the **2,062** employees in post as of **31 March 2023**.





Pay Gap

Overall, the 2023 Gender Pay Gap (Figure 1) indicate that women are paid slightly more than men at London Borough of Redbridge.

Figure 1: Mean and Median Gender Pay Gap

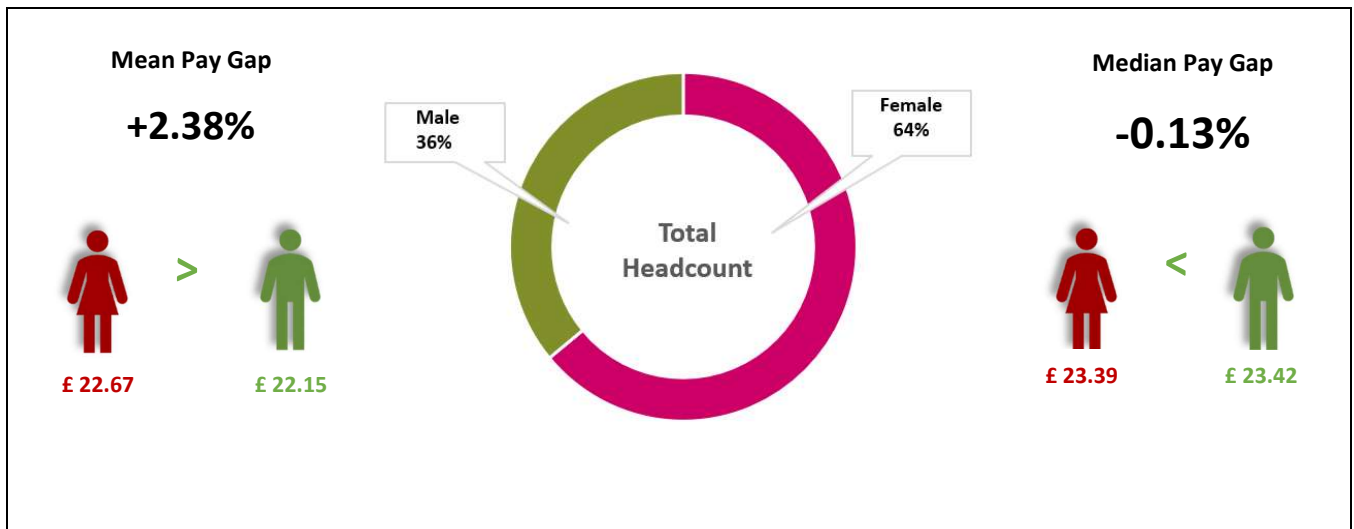




Table 1: Mean and Median hourly value for male and female

		Gender Distribution			Mean Hourly Value			
Mean	Quartile	Female	Male	Total	Female	Male	Difference	Outcome statement
	Lower	282	233	515	£15.78	£15.01	£0.77	Females earn 5.13% more than Males
	Lower middle	369	146	515	£19.26	£19.05	£0.21	Females earn 1.10% more than Males
	Upper middle	326	190	516	£22.86	£22.69	£0.17	Females earn 0.75% more than Males
	Upper	341	175	516	£31.89	£33.76	-£1.87	Males earn 5.86% more than Females
	Total	1318	744	2062	£22.67	£22.15	£0.52	Overall, Females earn 2.38% more than Males

		Gender Distribution			Median Hourly Value			
Median	Quartile	Female	Male	Total	Female	Male	Difference	Outcome statement
	Lower	282	233	515	£15.52	£14.61	£0.91	Females earn 6.23% more than Males
	Lower middle	369	146	515	£19.48	£18.95	£0.53	Females earn 2.80% more than Males
	Upper middle	326	190	516	£22.82	£22.82	£0.00	Females and Males hourly rate are equal
	Upper	341	175	516	£31.61	£31.03	£0.58	Females earn 1.87% more than Males
	Total	1318	744	2062	£23.39	£23.42	-£0.03	Overall, Males earn 0.13% more than Females

Mean Gender Pay Gap

The London Borough of Redbridge overall has a positive Gender Pay Gap. Our data revealed a mean (average) gap of **2.38%** in favour of women. (Ref figure 1).

In the Lower, Lower Middle, and Upper Middle quartiles women earn more than men (**5.13%**, **1.10%** and **0.75%** respectively) however, this trend is reversed in the Upper quartile where men earn **5.86%** more than women, on average an extra £1.87 per hour. (Ref table 1) While the distribution of men and women in this quartile is close to the organisational profile (see Figure 3 and Figure 1) the pay gap suggests men are more highly represented in highest paid roles in the council.





Median Gender Pay Gap

The overall median (mid-point) pay gap, in the snapshot of 2023, shows women are paid **0.13%** less than their male counterparts in Redbridge, in real terms that equates to **3p**.

The data shows that the Lower, Lower Middle, and Upper quartiles women earn more than men (**6.23%**, **2.80%** and **1.87%** respectively). In the Upper middle quartile female and male hourly rates are equal. (Ref table 1).

Mean and Median Full Time and Part Time Gender Pay Gap

Figure 2: FT/PT Gender Pay Gaps

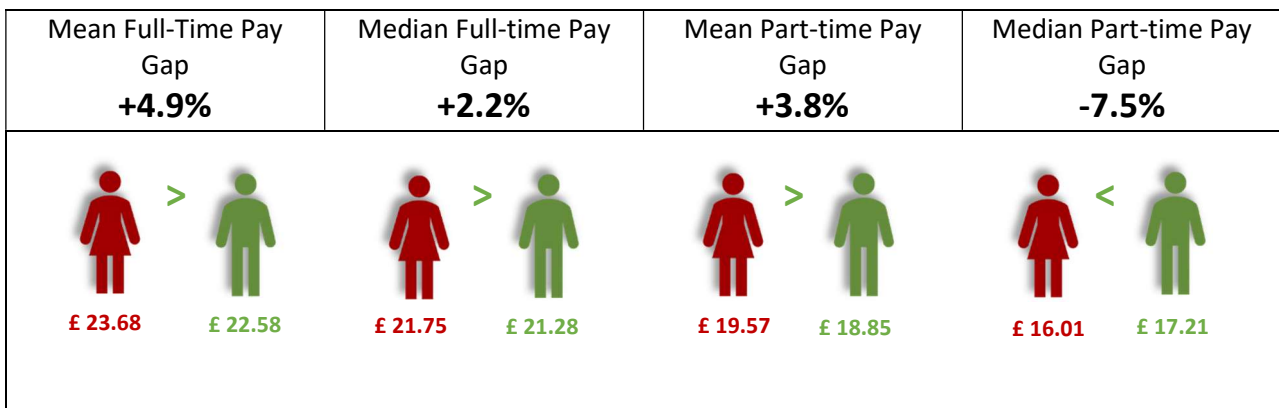


Table 2: FT/PT Redbridge Employees by gender

	Full Time	Part time
Female	995	323
Male	657	87
	1652	410





At the time of drafting this report London Borough of Redbridge (LBR) employed 2,062 members of staff, 410 are part time employees, of those 79% (323) are women. The high proportion of part time staff being women is a historical trend. LBR through its Equality Diversity and Inclusion (EDI) Action plan is addressing bias, meaning flexible work opportunities are encouraged at all levels of the organisation and are not gender biased. (Ref Table 2).

In both the Mean Full-Time and Part-Time figures women earn more than men (**4.9%** and **3.8%** respectively). (Ref figure 2).

The median Full-Time pay gap shows women earning **2.2%** more than men. There is, however, a substantial variation when we consider median pay for part time staff. Median pay for part time men is **£1.20** per hour more than their female counterparts. As the figure above shows, that is a difference of **7.5%**. (Ref figure 2).

Analysing the data we found that the women in part time roles were primarily in these three categories:

- Home Carers;
- Administrative Support workers
- Passenger Assistants

This cohort of roles are amongst the lowest paid roles in the council. Men in part time roles are predominantly Driver Attendants, a role which attracts a higher rate of pay than the above roles.

Analysing the data further to understand the difference between part time median pay gap and part time mean pay gap we found that about a third of part time female staff are in roles such as Social Workers/Senior Social workers, Specialist Advisory Teachers, Educational Psychologists and Higher Level Teaching Assistants which attract high rates of pay resulting in a mean part time pay gap of 3.8% in favour of women.

Bonus Payments

The London Borough of Redbridge does not award bonuses and therefore will not be able to report a bonus gender pay gap figure.

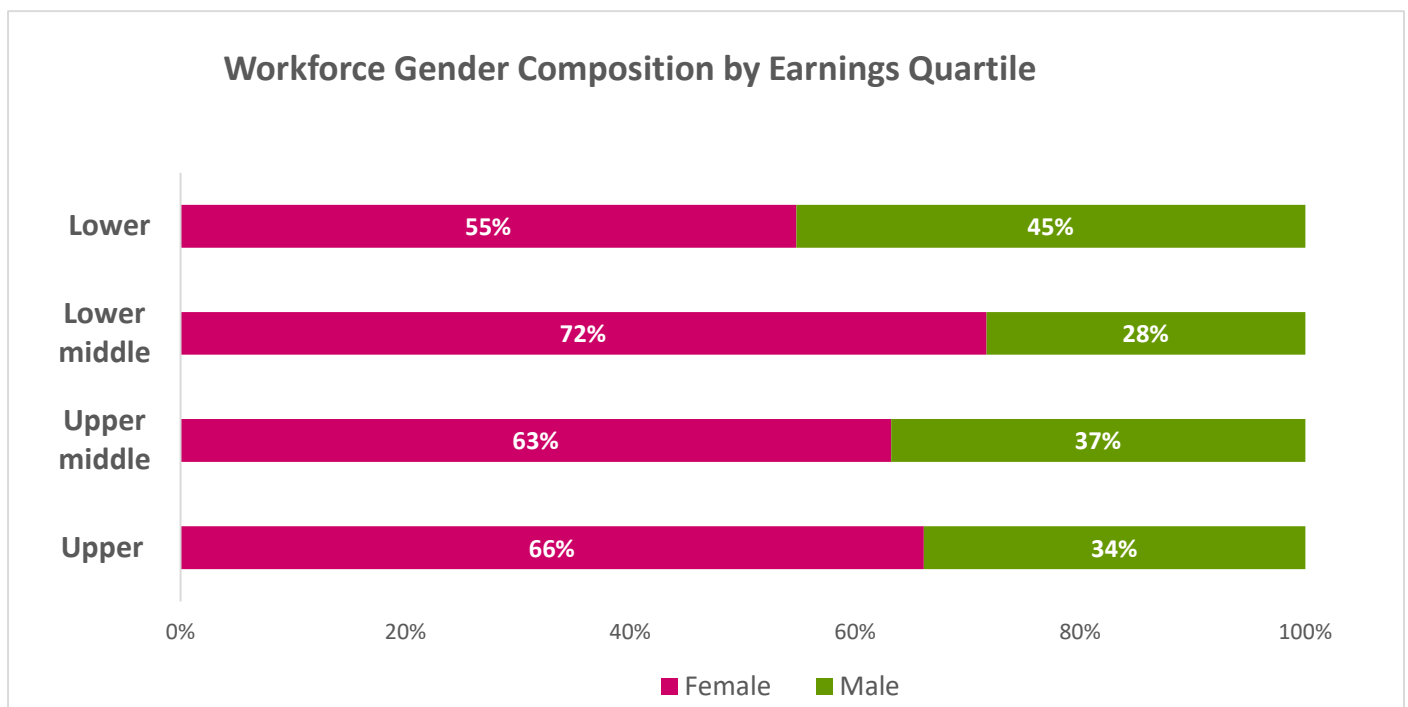




Workforce Gender Composition by Earnings Quartile

As part of the regulations, organisations must also show the proportion of male and female full-pay relevant employees in four pay bands. When compared with the organisational profile the lower and lower middle quartile do not reflect the organisational profile.

Figure 3: Workforce Gender Composition by Earnings Quartile





Equality Action Plan

The London Borough of Redbridge is committed to Equality, Diversity, and Inclusion (EDI) as an employer and service provider. It aims to create a representative organisation with a truly inclusive culture.

In July 2021 an EDI Action Plan was launched. It was co-designed with staff through various engagement activities such as workshops, surveys, and consultations with the staff equality networks. Recently we reviewed the action plan, setting up a new EDI Board and are working towards agreeing new priorities.

Below are examples of actions undertaken by the local authority to address inequalities in the organisation:

- Recruitment panels are diverse
- Using structured interviews for recruitment and selection
- Invested in updating recruitment system to improve data collection
- All vacancies/secondments are always advertised internally before being advertised externally
- Apprenticeship levy utilised to create opportunities to progress
- Development of Managers Diversity Toolkit
- Monitoring of pay and reward
- Promotion of staff networks, which provide staff with an opportunity to influence corporate policy development, raise workplace issues and concerns
- Learning and development opportunities available across the council





Conclusion

Analysis of pay at LBR shows that the authority has bucked national trends by paying its female staff more than their male counterparts.

LBR has a positive mean average Gender Pay Gap of **2.38 %** in favour of females. The biggest positive mean pay gap for women is in the lower quartile (**5.13%**) however the biggest negative mean pay gap is in the upper quartile where male staff are paid **5.86%** more than female counterparts.

The Government's prescribed Gender Pay Gap Reporting is a one size fits all solution that can be applied to both the private and public sectors. Roles within Government bodies are for the most part restricted to job families and rigid banding levels; therefore a worker's salary scale point will increase annually based on performance/ service, which is not reflected in said reporting.

The Gender Pay Group Reporting, whilst positive, has highlighted a traditional gender bias in certain levels in the organisation. Action to challenge this will be addressed as part of our Equalities and Inclusion in Employment work, which is championed by our Chief Executive.

