



# Gender Pay Gap Report 31st March 2020





## Introduction

This report covers the period from March 2019 to March 2020 (inclusive of casual staff). This report will be published annually going forward.

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

Gender Pay Gap Reporting is carried out retrospectively according to Government guidelines, so this report is as of 31st of March 2020.

## Gender Pay Gap

The London Borough of Redbridge overall has a positive Gender Pay Gap. Our data revealed a mean (average) gap of 1.14% in favour of women this has reduced from 3.6% at the time of the last report. The biggest positive pay gap for women is in quartile 1 (5.65%) however the biggest negative pay gap is Quartile 4 where male staff are paid 4.73% more than female counterparts. This contrasts with the median pay in Quartile 4 is the same for male and female staff. The overall median (mid-point) gap standing at 3.06% was in favour of women. Women make up 64% of the total workforce at Redbridge.

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 isn't reflected in said reporting.

The Gender Pay Group Reporting, whilst positive, has highlighted a traditional gender bias in certain job types in the organisation. Action to challenge this will be incorporated into our Equalities and Inclusion in Employment work through the Corporate Equalities & Diversity Group chaired by the Chief Executive. We have recently co produced with all staff a Equality Diversity and Inclusion Action plan which includes actions to improve outcomes for under represented groups including women.



**Gender Pay Gap Reporting**  
London Borough of Redbridge  
As at the 31st of March 2020

Based on actual data inclusive of casual workers

Based on actual data inclusive of casual workers										
	Gender Distribution						Mean Hourly Values			Mean Pay Gap
	Average Age	Female		Male		Total	Female	Male	Total	Outcome Statement
Quartile 1	49.1	319	54%	272	46%	591	£12.04	£11.36	£11.73	Female staff are paid 5.65% above their male counterparts
Quartile 2	47.21	418	71%	173	29%	591	£14.50	£14.43	£14.48	Female staff are paid 0.62% above their male counterparts
Quartile 3	45.26	392	66%	199	34%	591	£17.91	£18.01	£17.95	Male staff are paid 0.56% above their female counterparts
Quartile 4	48.36	373	63%	218	37%	591	£25.56	£26.83	£26.03	Male staff are paid 4.73% above their female counterparts
	47.56	1,502	64%	862	36%	2,364	£17.62	£17.42	£17.55	Overall females are paid 1.14% above their male counterparts
	Gender Distribution						Median Hourly Values			Median Pay Gap
	Average Age	Female		Male		Total	Female	Male	Total	Outcome Statement
Quartile 1	49.1	319	54%	272	46%	591	£12.14	£11.71	£11.71	Female staff are paid 3.54% above their male counterparts
Quartile 2	47.21	418	71%	173	29%	591	£14.75	£14.16	£14.75	Female staff are paid 4% above their male counterparts
Quartile 3	45.26	392	66%	199	34%	591	£17.74	£18.09	£17.96	Male staff are paid 1.93% above their female counterparts
Quartile 4	48.36	373	63%	218	37%	591	£24.29	£24.29	£24.29	Female staff are paid the same as their male counterparts
	47.56	1,502		862		2,364	£16.36	£15.86	£16.36	Overall females are paid 3.06% above their male counterparts