



# London Borough of Redbridge Annual Gender Pay Gap Report 2022



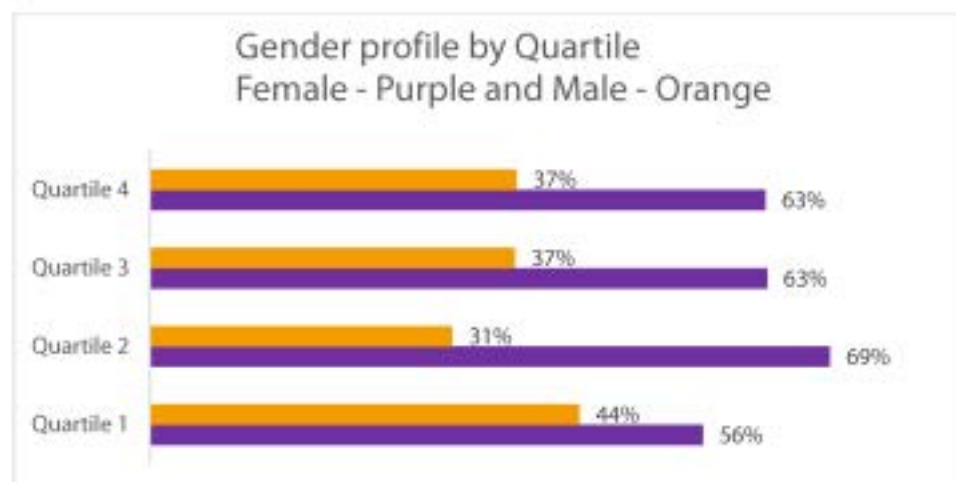
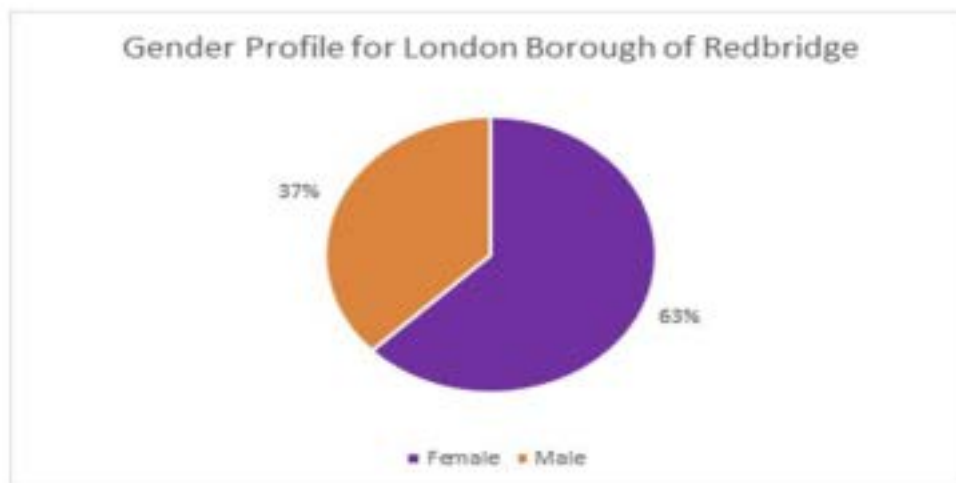
## Introduction

This report covers the period from March 2021 to March 2022 (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 2022.

Women make up 63% of the total workforce at Redbridge.





## Gender Pay Gap

The London Borough of Redbridge overall has a positive mean average Gender Pay Gap of 0.1% in favour of females. The biggest positive mean pay gap for women is in quartile 1 (3.5%) however the biggest negative mean pay gap is quartile 4 where male staff are paid 4.6% more than female counterparts. It is noteworthy that gender profile in quartile 4 reflects that of the whole organisation in that women hold 63% of the highest paid jobs in the council and make 63% of the whole workforce but men in that quartile are paid 4.6 % more than their female counterparts. This is consistent with the median pay data; in quartile 1 females are paid 7.2% more than male counterparts and in quartile 4 males being paid 3% above their female counterparts. Where the gender profile is closer to 50/50 the pay gap is positive in favour of females is also the group of lowest of paid roles in the council. The overall median (mid-point) gap for the organisation is standing at 0.1% was in favour of males.

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 levels in the organisation. Action to challenge this will be incorporated into our Equalities and Inclusion in Employment work, which is championed by our Chief Executive. We will ensure that we work towards improving a positive Gender Pay Gap and will review the position on a quarterly basis.



## Gender Pay Gap Reporting

London Borough of Redbridge

As at the 31<sup>st</sup> of March 2022

Based on actual data (inclusive of casual workers)

Mean	Quartile	Average Age	Gender Distribution			Mean Hourly Values			Mean Pay Gap
			Female	Male	Total	Female	Male	difference	Outcome Statement
	Quartile 1	48.29	309	240	549	£13.38	£12.93	-£0.45	Females are paid 3.5% above their male counterparts
	Quartile 2	48	380	169	549	£17.00	£16.79	-£0.21	Females are paid 1.3% above their male counterparts
	Quartile 3	45.58	345	204	549	£20.60	£20.76	£0.16	Males earn 0.8% above their female counterparts
	Quartile 4	48.96	344	205	549	£29.62	£31.05	£1.43	Males earn 4.6% above their female counterparts
	Total	47.71	1378	818	2196	£20.24	£20.22	-£0.02	Overall Females earn 0.1% above their male counterparts

Median	Quartile	Average Age	Gender Distribution			Median Hourly Values			Median Pay Gap
			Female	Male	Total	Female	Male	Difference	Outcome Statement
	Quartile 1	48.29	309	240	549	£13.48	£12.58	-£0.90	Females are paid 7.2% above their male counterparts.
	Quartile 2	48	380	169	549	£17.11	£16.83	-£0.28	Females are paid 1.7% above their male counterparts
	Quartile 3	45.58	345	204	549	£20.45	£20.45	£0.00	Both male and female median hourly values are equal
	Quartile 4	48.96	344	205	549	£27.40	£28.26	£0.86	Males earn 3% above their female counterparts
	Total	47.71	1378	818	2196	£18.57	£18.59	£0.02	Overall Males earn 0.1% above their Female counterparts