



London Borough of Redbridge Annual Gender Pay Gap Report 2025



Ambitious for Redbridge



Introduction / Background

All employers with 250 or more employees are required by law to carry out Gender Pay Reporting under the specific duties of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations underpin the Public Sector Equality Duty. Gender Pay Reporting involves six calculations of the difference between the average earnings of men and women which must be published annually at a 'snapshot date' for each year on 31 March and, after analysis, the data are published the following year by the deadline of 30 March. The snapshot date looks at 'full-pay relevant employees' and excludes employees on reduced pay leave, such as maternity or half pay/no pay sickness absence. This gender pay gap report is published by the Redbridge Council in accordance with the above statutory requirement. The report refers to a 'snapshot' date of 31 March 2025 with the deadline for publishing 30th March 2026.

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 2026, 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 **2,236** employees in post as of **31 March 2025**.

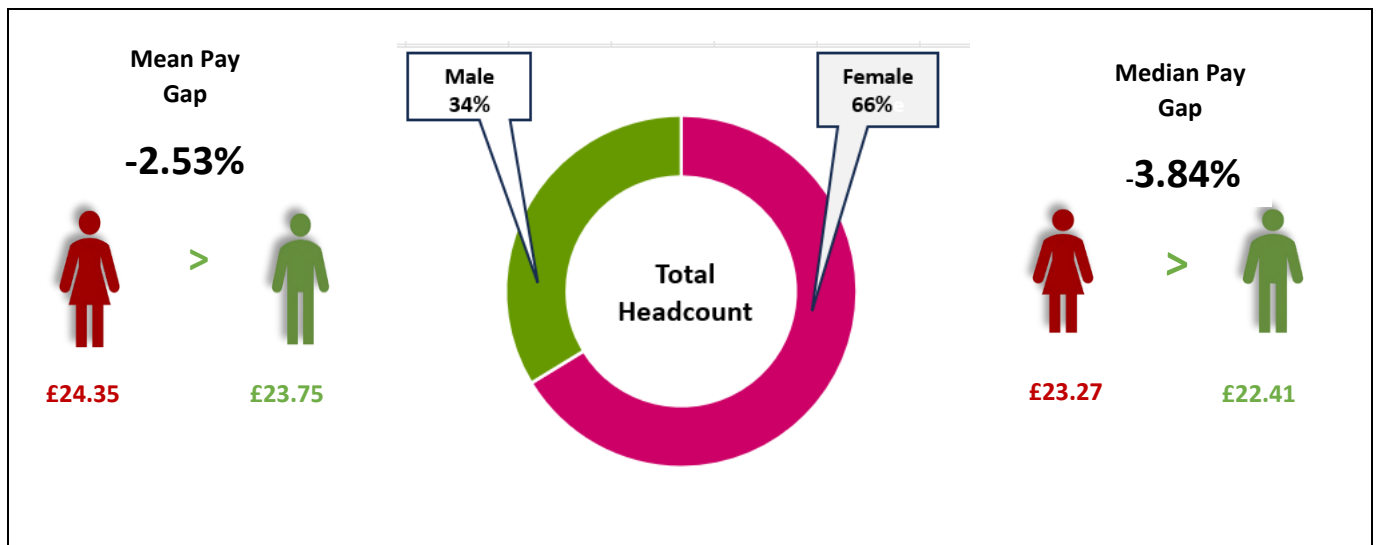




Pay Gap

Overall, the 2025 Gender Pay Gap (Figure 1) indicate that women are paid slightly more than men at London Borough of Redbridge. This is a continuous trend over the last three years.

Figure 1: Mean and Median Gender Pay Gap



Mean Gender Pay Gap

The London Borough of Redbridge overall has a negative mean Gender Pay Gap, this is because the mean pay for men is lower when compared to women. Our data revealed a mean (average) gap of -2.53% in favour of women. (Ref figure 1) in comparison to the national average of 12.8%.

Median Gender Pay Gap

The overall median (mid-point) pay gap, in the snapshot of 2025, shows women's mid-point hourly pay is 3.84% more than men's.





Mean and Median Full Time and Part Time Gender Pay Gap

Figure 2: FT/PT Gender Pay Gaps

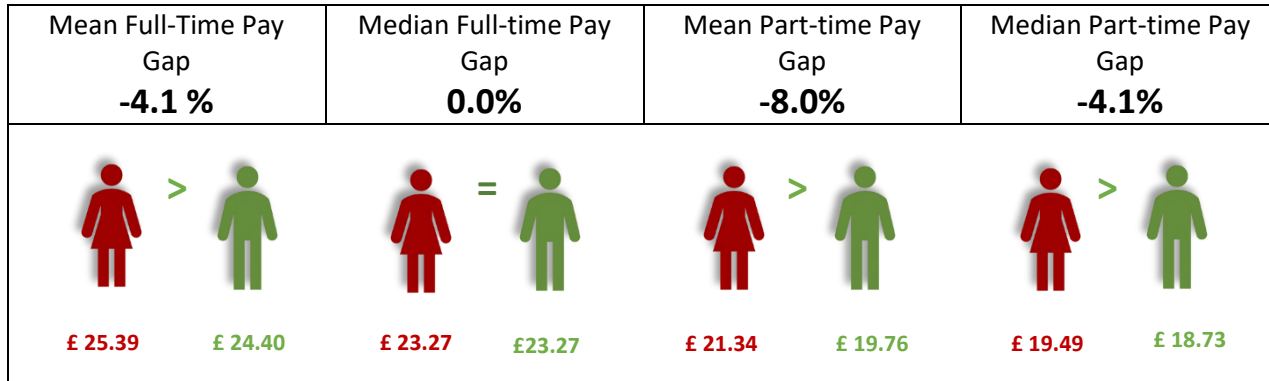


Table 1: FT/PT Redbridge Employees by gender

	Full Time	Part time
Female	1099	383
Male	647	107
Total	1746	490

At the time of drafting this report London Borough of Redbridge (LBR) employed 2,236 members of staff, 490 are part time employees, of those 78% (383) are women. The high proportion of part time staff being women is a historical trend. LBR through its Equality Diversity and Inclusion (EDI) has taken action plan in addressing bias, meaning flexible work opportunities are encouraged at all levels of the organisation and are not gender biased. (Ref Table 1).

In both the Mean Full-Time and Part-Time figures women earn more than men (**4.1%** and **8%** respectively). (Ref figure 2).





The Median Full-Time pay gap shows women earning the same as men. There is, however, a variation when we consider median pay for part time staff as the gap is **4.1%**.(Ref figure 2).

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.

Table 2: 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	322	237	559	£17.06	£16.40	-£0.66	Females earn 4% more than Males
	Lower middle	409	150	559	£20.82	£20.54	-£0.28	Females earn 1.36% more than Males
	Upper middle	383	176	559	£24.87	£24.57	-£0.30	Females earn 1.22% more than Males
	Upper	368	191	559	£34.10	£34.62	£0.52	Females earn 1.5% less than Males
	Total	1482	754	2236	£24.35	£23.75	-£0.60	Overall, Females earn 2.53% more than Males

		Gender Distribution			Median Hourly Value			
Median	Quartile	Female	Male	Total	Female	Male	Difference	Outcome statement
	Lower	322	237	559	£16.84	£15.91	-£0.93	Females earn 5.85% more than Males
	Lower middle	409	150	559	£20.92	£20.66	-£0.26	Females earn 1.28% more than Males
	Upper middle	383	176	559	£24.37	£24.37	£0.00	Females and Males hourly rate are equal
	Upper	368	191	559	£32.27	£32.85	£0.58	Females earn 1.75% less than Males
	Total	1482	754	2236	£23.27	£22.41	-£0.86	Overall, Females earn 3.84% more than Males





Mean Gender Pay Gap

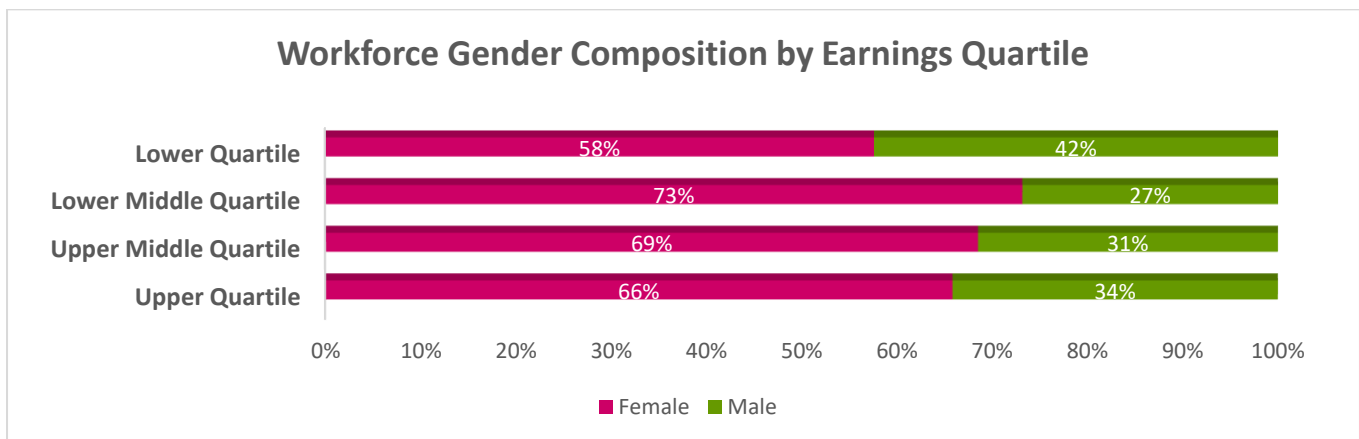
In the Lower, Lower Middle, and Upper Middle quartiles women earn more than men (**4%**, **1.36%** and **1.22%** respectively) however, this trend is reversed in the Upper quartile where women earn **1.5%** less than men, with men earning on average an extra £0.52 per hour. (Ref table 2) While the distribution of men and women in this quartile is the same as 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. It must be noted this gap has decreased significantly since last year from over-7.37% which due to the increase in female representation in very senior roles.

Median Gender Pay Gap

The overall median (mid-point) pay gap, in the snapshot of 2025, shows women are paid **3.84%** more than their male counterparts in Redbridge. (Figure 1)

The data shows that the Lower and Lower Middle quartiles women earn more than men (**5.85%** and **1.28%** respectively). In the Upper middle quartile female and male hourly rates are equal but as with Mean Gender Pay Gap women in the Upper Quartile are paid 1.75% (Ref table 2) less than their male counterparts but this pay gap is narrowing from last year when it was 3.6% .

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, We are setting up a new EDI Board (with an Executive Director Chairing) and are currently working towards agreeing new priorities with new actions.

Below are examples of actions undertaken by the local authority to address inequalities as well as continuing to drive parity of male and female pay::

- Recruitment panels are diverse and our recruitment policy has recently been reviewed to ensure full compliance with EDI requirements.
- Using structured interviews for recruitment and selection
- Launched online EDI Training in December 2025, staff will need to recertify every two years– this introductory EDI course aimed at all staff it covers
 - Understanding the Equality Act 2010 and learn about protected characteristics
 - Understanding the types of discrimination, including direct, indirect, harassment and victimisation
 - Knowing how to treat others with respect and offer everyone fair access to opportunities
- All vacancies/secondments are always advertised internally before being advertised externally
- Apprenticeship levy utilised to create opportunities to progress, 72% of apprenticeships being supported by the levy are being undertake by female staff. 77% of staff undertaking leadership qualifications are female.
- Approximately 100 managers have attended Management Fundamentals which is delivered with and embedded EDI Lens
- Monitoring of pay and reward
- Promotion of Equality Networks - namely the Redbridge Staff Disability and Wellbeing Network, Redbridge Staff Women’s Network, Redbridge Race Equality Network, Redbridge LGBTQ+ Network,





EQUALITIES, DIVERSITY AND INCLUSION REDBRIDGE

Working Carer's Network . These networks which provide staff with an opportunity to influence corporate policy development, raise workplace issues and concerns. All networks have Executive Directors as sponsors



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Conclusion

Our analysis of pay at LBR highlights that, unlike the national picture, female staff here earn more on average than male staff. LBR has a positive mean average Gender Pay Gap of **2.53%** in favour of females. The mean pay gap for part time women is -8% as part time female staff are paid on average £1.58 more than part time male staff.

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 the Upper middle quartile female and male hourly rates are equal but as with Mean Gender Pay Gap women in the Upper Quartile are paid **1.75%** (Ref table 2) less than their male counterparts but this pay gap is narrowing from last year when it was **3.6%**.

which indicates our equalities interventions are having a positive impact.

