

Gender Pay Gap Report 2019

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The purpose of this reporting is to achieve greater gender equality across the UK and increase pay transparency.

Public sector organisations are required to publish information about gender pay gaps by 30 March 2020. This information is based on a snapshot date of pay on 31 March 2019. This data does not include schools staff, who are required to report their own gender pay gap if they employ over 250 staff.

The gender pay gap is the difference between the average earnings of men and women (excluding overtime), expressed relative to men's earnings.

As part of the reporting process, employers are required to publish:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap*
- median bonus gender pay gap*
- proportion of males and females receiving a bonus payment*
- proportion of males and females in each pay quartile

Mean

The difference between the average of men's and women's pay

Median

The difference between the midpoints in the ranges of men's and women's pay

**Bonus*

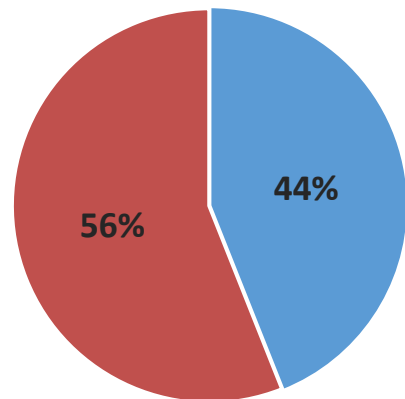
Data: The

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

Appendix A provides an overview of these figures.

Our Workforce

At the Royal Borough of Greenwich (RBG), our workforce is 56% female and 44% male.

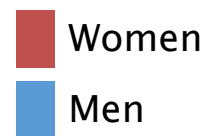


Gender Pay Gap

Nationally women on average are paid 14.2% less than men. However, in the Royal Borough of Greenwich, women are paid on average *more* per hour than their male counterparts.

We therefore have a *negative* gender pay gap:

- The mean gender pay gap for RBG is -4.3%
- The median gender pay gap for RBG is -8.4%



£18.81



£18.03

UK



£17.88



£16.50

London Councils

The national gender pay gap is
14.2% (mean) and 9.6%
(median)

Nationally men earn more than
women

The London Council's gender
pay gap is 3.5% (mean) and
0.6% (median)

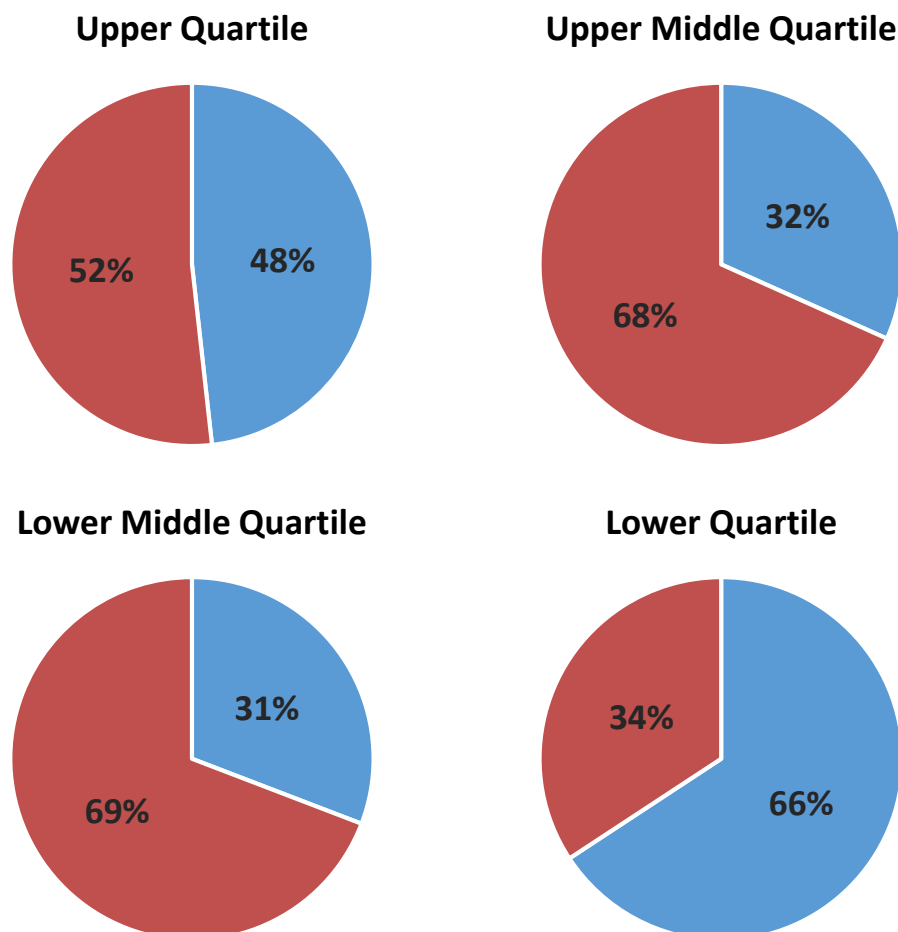
While much smaller than the
national pay gap, across
London Councils men still earn
slightly more than women¹

¹ National and London Council figures based on reporting data published on the gov.uk website for 2017/18, Gender pay gap service [as of February 2019]. Figures include businesses who reported after the deadline.

Proportion of males and females in each pay quartile

As part of the regulations, organisations must also show the proportion of male and female full-pay relevant employees in four pay bands. To do this, we rank out employees from highest to lowest paid and divide into four equal parts ('quartiles') and work out the percentage of men and women in each of the four parts.

■ Women ■ Men



Dividing employees into quartiles based on their hourly pay, women are strongly overrepresented in the middle two quartiles, where they account for over two-thirds of employees. In contrast, men are strongly overrepresented in the lower quartile, due to large

Waste & Street Services and Caretaking departments, which are predominantly male. Women are also very slightly under-represented in the upper quartile accounting for 52%, slightly below their 56% share of the overall workforce.

Equal Pay Vs Gender Pay Gap

Within the Council we use factor-based job evaluation schemes to evaluate roles, ensuring that jobs of equal value are paid equally.

Under the law, men and women must receive equal pay for the same or broadly similar work; work rated as equivalent under a job evaluation scheme; or work of equal value.

RBG uses a factor-based job evaluation scheme to evaluate roles, ensuring that jobs of equal value are paid equally, regardless of their sex or any other protected characteristic (such as ethnicity, disability etc.).

As such, we are confident that our negative gender pay gap does not stem from paying men and women differently for the same or equivalent work. The small difference in average pay is the result of the different types of roles and professions that men and women undertake within the Council and the salaries that these job roles attract.

Action Plan

Royal Greenwich is committed to developing a workforce that is innovative, diverse and representative of the local community. The Council continues to develop and implement measures to improve the recruitment of a diverse workforce and promote a transparent and open working environment.

To ensure that we continue to minimise any gender pay gap, the Royal Borough of Greenwich has and will continue to undertake the following actions:

- Ensuring balanced panels for all recruitment and removal of candidates' names and equalities information from job applications;
- Using structured interviews for recruitment and selection;
- Transparency and robust monitoring of pay and reward, continued use of factor-based job evaluation schemes to evaluate roles, ensuring that jobs of equal value are paid equally;
- Undertaking Equality Impact Assessments and working constructively with Trade Unions during service reorganisations;
- Training on equalities for all managers and during staff induction (including unconscious bias training for recruiting managers);
- Offering flexible working opportunities to staff, such as part-time work, remote working, job sharing or compressed hours;
- Encouraging uptake of Shared Parental Leave;
- Offering a Childcare Loan Deposit to staff;
- Promotion of staff networks, which provide staff with an opportunity to influence corporate policy development, raise workplace issues and concerns;
- Offering mentoring, learning and development opportunities to all staff;
- Ongoing commitment to the Mayor of London's Good Work Standard (for which RBG achieved '*Excellence*' in 2019), demonstrating our commitment to ensuring a healthy, fair and inclusive workplace.

Finally, the Council will continue to ensure that we undertake ongoing monitoring of the Council's workforce to ensure that we minimise any gender pay gaps.

Royal Borough of Greenwich

February 2020



Appendix A: Gender Pay Gap Summary

Gender Pay Gap Reporting: Royal Borough of Greenwich

| Pay rates | Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay) | | | Gender pay gap - women's pay as a percentage of men's pay | Hourly rate of women | Hourly rate of men | Difference £ |
|---|--|-----|-------|---|----------------------|--------------------|--------------|
| Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100 | -4.3% | | | 104.3% | £18.81 | £18.03 | -£0.78 |
| Median hourly rate (as above calc but for median hourly rates) | -8.4% | | | 108.4% | £17.88 | £16.50 | -£1.38 |
| Pay Quartile Information | | | | Workforce composition | | | |
| Pay quartiles | Women | Men | Total | Women headcount | Men headcount | Total headcount | |
| Proportion of women and men in the upper quartile (paid above the 75th percentile point) | 52% | 48% | 100% | 529 | 493 | 1022 | |
| Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point) | 68% | 32% | 100% | 698 | 324 | 1022 | |
| Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median) | 69% | 31% | 100% | 707 | 315 | 1022 | |
| Proportion of women and men in the lower quartile (paid below the 25th percentile point) | 34% | 66% | 100% | 350 | 672 | 1022 | |