

Gender Pay Gap Report 2020/21

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 in 2021, based on a snapshot date of pay on 31 March 2020. 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

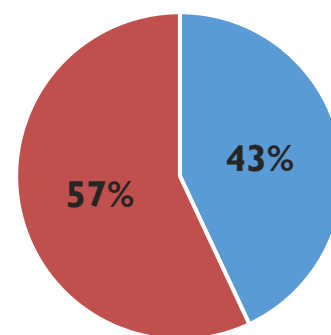
The difference between the midpoints in the ranges of men's and women's pay

***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 57% female and 43% male.

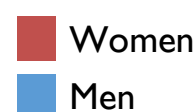


Gender Pay Gap

Nationally women on average were paid 15.5% less than men in 2020. 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 **-3.0%**
- The **median** gender pay gap for RBG is **-7.2%**



MEAN:
**WOMEN EARN
3% MORE**



£19.24



£18.68

MEDIAN:
**WOMEN EARN
7% MORE**



£18.24



£17.01

UK

The national gender pay gap is 17.3% in 2019

Nationally men earn more than women

London Councils

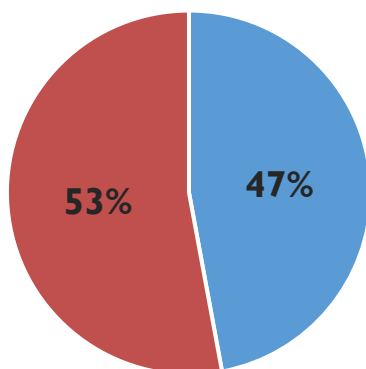
The London Council's gender pay gap in 2020 was 3.9% (mean) and 0% (median).

Proportion of males and females in each pay quartile

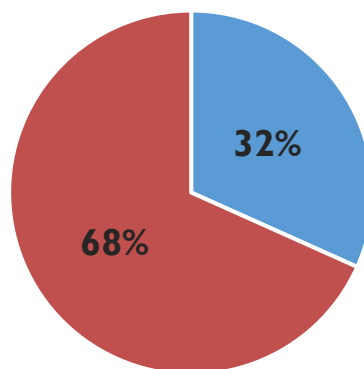
As part of the regulations, organisations must also show the proportion of male and female full-pay relevant employees in four pay bands. To do this, we rank out employees from highest to lowest paid and divide into four equal parts ('quartiles') and work out the percentage of men and women in each of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

■ Women ■ Men

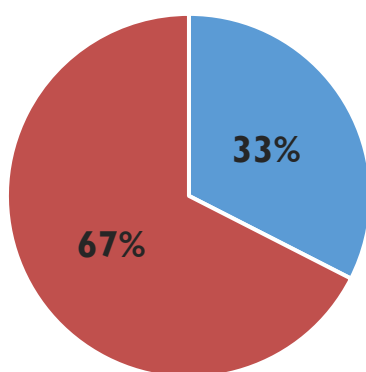
Upper Quartile



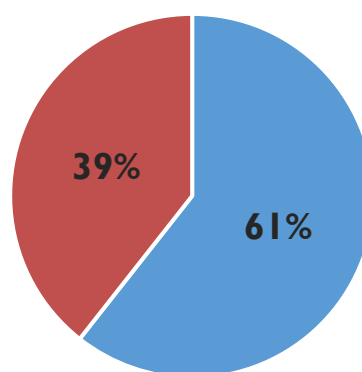
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Dividing employees into quartiles based on their hourly pay, women are heavily overrepresented in the middle quartiles, where they account for over two-thirds of employees. In contrast, men are heavily overrepresented in the lower quartile, due to large Waste and Street Services and Caretaking departments, which are predominantly male. Women are also slightly underrepresented in the upper quartile, accounting for 53%, slightly below their 57% 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.

The Council's [Equality and Equity Charter](#) sets out our pledge for equality across Royal Greenwich. From this our Equality and Equity Action Plan was developed, including the formation of an internal Officer-led Equality, Diversity and Inclusion (EDI) Steering Group. This corporate group is responsible for monitoring, reviewing, reporting and overseeing the delivery and further development of the Council's Equality Objectives.

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

Appendix A: Gender Pay Gap Summary

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	-3.0%			103.0%	£19.24	£18.68	-£0.56
Median hourly rate (as above calc but for median hourly rates)	-7.2%			107.2%	£18.24	£17.01	-£1.23
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)	53%	47%	100%	536	477	1013	
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%	690	323	1013	
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	67%	33%	100%	683	329	1012	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	39%	61%	100%	399	614	1013	