

# Gender Pay Gap Report 2024/25

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## 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 2025, based on a snapshot date of pay on 31 March 2024. 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

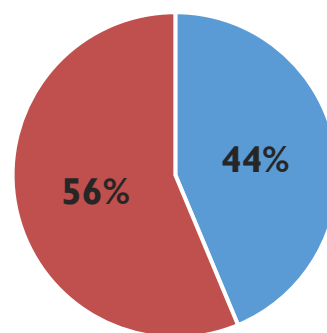
At the Royal Borough of Greenwich (RBG), our workforce is 56% female and 44% male.

## Gender Pay Gap

Nationally women on average were paid 13.1% less than men in 2024<sup>1</sup>. 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 **-4.5%**
- The **median** gender pay gap for RBG is **-4.9%**



■ Women  
■ Men

**MEAN:**  
**WOMEN EARN**  
**5% MORE**



**£23.46**



**£22.44**

### UK

The national gender pay gap was 13.1% in 2024.

Nationally, men earn more than women.

**MEDIAN:**  
**WOMEN EARN**  
**5% MORE**



**£21.51**



**£20.52**

### London Councils

The average gender pay gap in London Councils in 2023 was 1.9% (mean) and -0.2% (median).

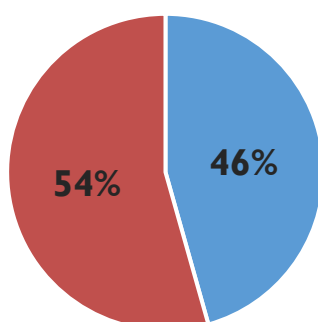
<sup>1</sup> Office for National Statistics (2024) [Gender pay gap in the UK: 2024](#), accessed 12<sup>th</sup> March 2025

## Proportion of males and females in each pay quartile

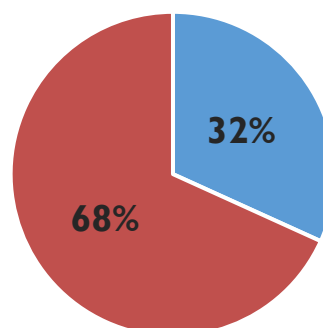
As part of the regulations, organisations must also show the proportion of male and female full-pay relevant employees in four pay bands. To do this, we rank our employees from highest to lowest paid and divide into four equal parts ('quartiles') and work out the percentage of men and women in each of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

■ Women ■ Men

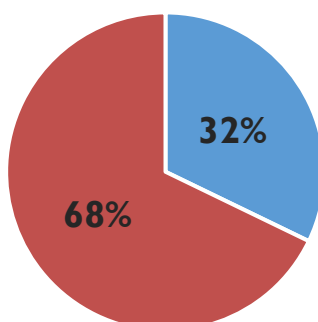
**Upper Quartile**



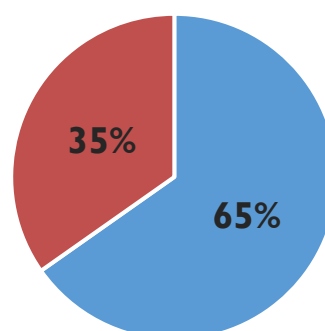
**Upper Middle Quartile**



**Lower Middle Quartile**



**Lower Quartile**



Dividing employees into quartiles based on their hourly pay, women are 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 and Street Services and Caretaking departments, which are predominantly male. Women are also very slightly underrepresented in the upper quartile, accounting for 54%, 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.

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.

### **Menopause Action Plan**

Royal Greenwich is committed to creating a safe and inclusive environment for all our staff. As part of this commitment, it is developing a workplace culture that supports staff experiencing the menopause. At Royal Greenwich, we believe staff should feel confident to talk about menopause and ask for reasonable adjustments at work. We aim to raise awareness amongst colleagues and managers to create allies for people experiencing menopause.

In order to support this workplace culture, we have developed and introduced a number of initiatives:

1. We have developed and launched a new Menopause Guidance. The guidance aims to raise awareness of the menopause and provide support. It will be for those experiencing menopause and others, such as partners and colleagues.
2. It also includes guidance for managers on supporting staff experiencing the menopause.

3. We have been commemorating World Menopause awareness month in October for the last couple of years through various awareness events, sessions and workshops. These workshops included individuals sharing their personal experiences and sessions on a range of topics related to menopause awareness and support. These events opened opportunities for people to mingle and network with colleagues experiencing menopause.
4. In 2024, we delivered a session specifically for men to raise awareness on Menopause and create a safe environment for women and people experiencing menopause.
5. We worked with our Women's staff network to promote these events and raise further awareness.
6. We also run various awareness and comms campaigns throughout the year on menopause. These campaigns aim to bust myths about menopause, improve factual awareness and encourages people to understand more about menopause so we can create a supportive environment for those experiencing it. This is through having regular screensavers, posters through the building and during Wellbeing events.
7. We have ongoing, regular training on general menopause awareness for people experiencing menopause and for being an ally for Menopause. This is aimed at creating awareness amongst colleagues to create a supportive environment.

## 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	-4.5%			104.5%	£23.46	£22.44	-£1.01
Median hourly rate (as above calc but for median hourly rates)	-4.9%			104.9%	£21.51	£20.52	-£1.00
Pay Quartile Information				Workforce composition			
Pay quartiles	Women	Men	Total	Women headcount	Men headcount	Total headcount	
Proportion of women and men in the <b>upper quartile</b> (paid above the 75th percentile point)	54%	46%	100%	547	459	1006	
Proportion of women and men in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	68%	32%	100%	687	320	1007	
Proportion of women and men in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	68%	32%	100%	683	324	1007	
Proportion of women and men in the <b>lower quartile</b> (paid below the 25th percentile point)	35%	65%	100%	350	657	1007	

Bonus pay	Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus	Bonus Gender Pay Gap - women's bonus as a % of men's bonus	Bonus pay of women	Bonus pay of men	Difference £
Mean bonus	n/a	n/a	n/a		
Median bonus	n/a				
Bonuses paid		Not Applicable: RBG does not pay bonus payments			
Women paid bonus as % of all women	n/a				
Men paid bonus as % of all men	n/a				