

Royal Greenwich is a vibrant borough with a growing diverse population. We share an ambition to create a fairer, safer, accessible and inclusive borough where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive. We believe that the diversity of Royal Greenwich is one of our greatest assets and should be celebrated and valued.

Every year, the Royal Borough of Greenwich must publish gender pay gap data for all non-school staff. This shows the difference in average hourly pay between men and women and highlights any patterns in how jobs and pay are distributed.

The gender pay gap is **not the same** as equal pay.

It looks at overall workforce trends, not whether men and women doing the same job are paid the same.

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, we publish:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- 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

Appendix A provides an overview of these figures.

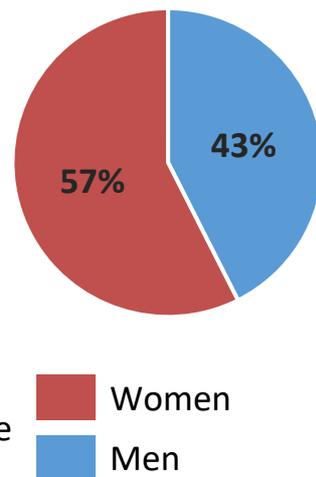
Bonus Pay Gap Data

The Royal Borough of Greenwich does not award bonuses and therefore cannot report a bonus gender pay gap figure.

Our Workforce

At the Royal Borough of Greenwich, 57% of our workforce are women and 43% are men.

Women are particularly represented in administrative, caring and mid-tier professional roles, whereas men are more represented in Waste and Street Services and technical operational roles. These structural patterns influence the distribution of pay across the organisation.

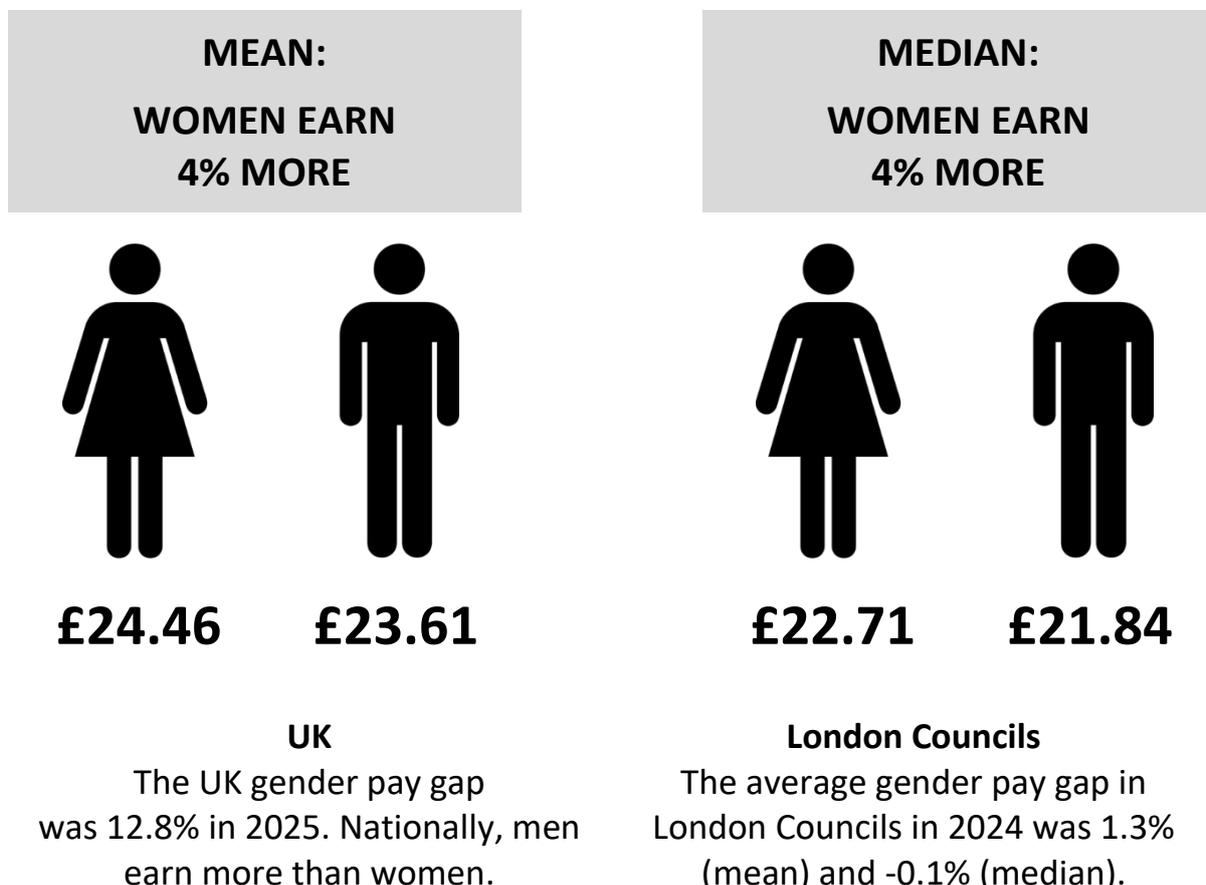


Understanding the Gender Pay Gap

We currently have a *negative* gender pay gap:

- The **mean** gender pay gap for RBG is **-3.6%**
- The **median** gender pay gap for RBG is **-4.0%**

Women earn slightly more per hour on average than men due to stronger representation in mid-tier grades.



Nationally women were paid **12.8% less** than men in March 2025¹, so the Royal Borough of Greenwich continues to outperform national and London Councils benchmarks.

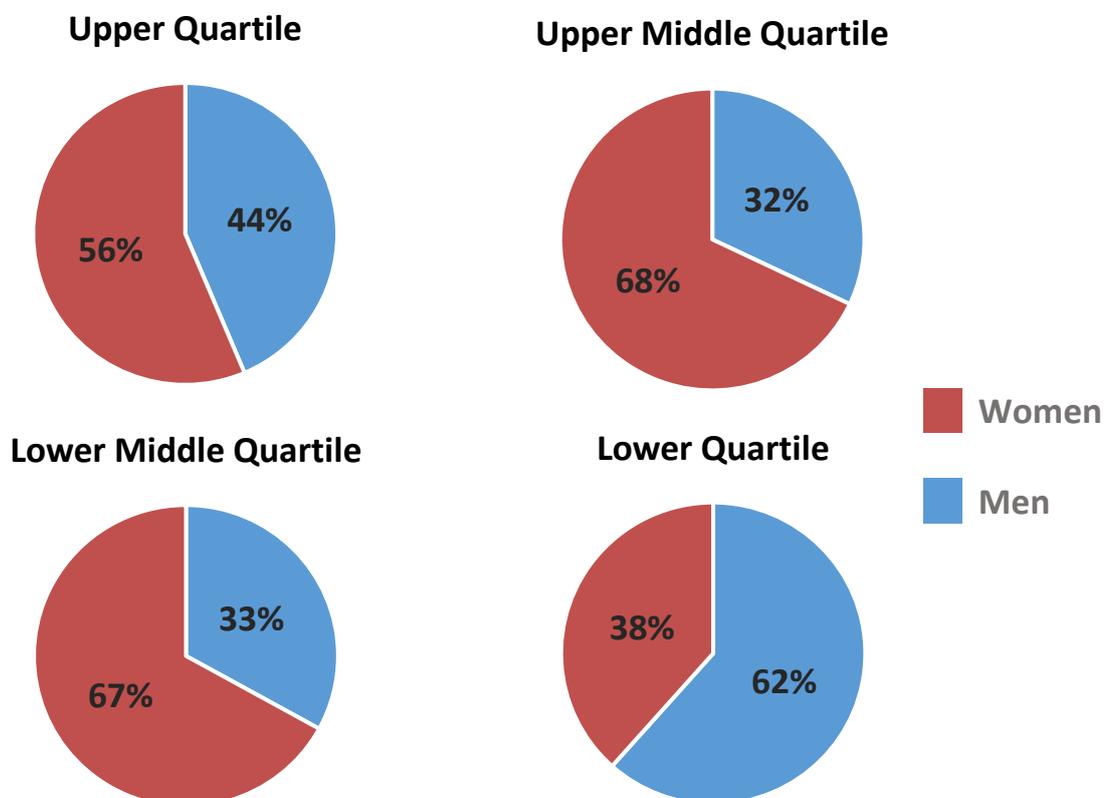
Pay Quartiles

Pay quartiles split all employees into four equal-sized groups based on hourly pay, from the lowest-paid 25% to the highest-paid 25%.

They are useful because they show the shape of the workforce and reveal how different groups are represented at each pay level, helping to identify whether a pay gap is caused by who is in higher-paid roles. They do not indicate unequal pay for the same work.

Key patterns:

- Women are strongly represented in the middle two pay quartiles (over two-thirds of staff).
- Men are overrepresented in the lowest quartile, influenced by male-dominated operational services.



¹ Office for National Statistics (2025) [Gender pay gap in the UK: 2025](#), accessed 27th October 2025

Equal Pay Vs Gender Pay Gap

The Council uses a factor-based job evaluation scheme to ensure that jobs of equal value are paid equally, regardless of sex or any other protected characteristic. Equal pay means that men and women are paid the same for the same or equivalent work.

The gender pay gap reflects workforce structure, **not** unequal pay. Instead, it arises from the different types of roles and professions that men and women typically work in, and the salaries those roles attract.

Gender Equity & Menopause Action Plan

The Royal Borough of Greenwich is committed to developing a diverse, skilled, motivated workforce that reflects our community. Reducing the gender pay gap and strengthening menopause support are key parts of creating a fair, inclusive and equitable workplace.

Our work is guided by [Our Greenwich Workforce Strategy 2025–2029](#), which sets out five key workforce objectives for how we attract, support and develop our people, strengthen inclusion, and ensure fairness across the organisation.



Our wider equality commitments are set out in the Council’s equality pledge and delivered through our [Equality and Equity Action Plan](#). This includes an Officer-led Equality, Diversity and Inclusion (EDI) Steering Group, which oversees, monitors and reports on the Council’s Equality Objectives.

Several other frameworks and initiatives also shape our commitment to equality, fairness and psychological safety:

- Zero-Tolerance to Violence, Aggression and Discrimination Charter
- Staff Survey Action Plan
- Our Workforce Wellbeing Strategy (*in development*)
- Anti-Racism Strategy (*in development*)

Our commitments

Our commitments, aligned with Our Workforce Strategy objectives, set out the actions we are taking, and will continue to take, to minimise and gender pay gap, strengthen gender equality and enhance menopause support. These commitments also support wider equity across all protected and intersectional characteristics.

1) Attracting and recruiting talented people

Creating fair, transparent and inclusive recruitment practices that support gender equality, menopause inclusion and wider EDI.

Our commitments:

- Use balanced, diverse recruitment panels and anonymised applications to minimise bias.
- Apply structured interview approaches across the organisation.
- Monitor recruitment trends by gender and other characteristics to identify and address barriers, under-representation and progression gaps.
- Promote flexible working options (part-time, hybrid, job-share, compressed hours) clearly in job adverts to widen access.
- Highlight non-financial benefits, including those supporting women and menopausal staff.
- Removing barriers in roles and parts of the organisation where women and other groups are under-represented.
- Provide adjustments for candidates experiencing menopause symptoms or other long term health conditions.

2) Strengthening our diverse and inclusive workforce

Building a culture where everyone is valued, feels safe, and has fair access to opportunity.

Our commitments:

- Deliver the Equality & Equity Action Plan via the EDI Steering Group.
- Maintain equal pay through factor-based job evaluation, supporting transparency and fairness in pay decisions.
- Review and update HR policies to strengthening gender equality, women's health, and menopause support. Align policies with our Inclusive Language Guide, including gender neutral language and support for trans and non-binary staff.
- Support and promote staff networks, including the Women's Network.
- Provide EDI training, including unconscious bias training, menopause awareness and inclusive leadership practice.
- Promote allyship and respectful communication, including encouraging the use of gender pronouns.
- Carry out Equality Impact Assessments for organisation change and policy development, ensuring fairness and reducing the risk of indirect discrimination.
- Strengthen feedback routes (e.g., through networks, surveys, listening spaces) and ensure staff are kept informed.

3. Supporting and Developing Our People

Ensuring all staff have equal opportunity to learn, progress and thrive.

Our commitments:

- Ensure regular supervision and annual Performance & Development Conversation (PDC) covering development needs, wellbeing, adjustments and career aspirations.
- Expand access to mentoring, job-shadowing and secondments.
- Monitor uptake of learning opportunities by protected characteristics including gender, addressing gaps where identified.
- Encourage uptake of Shared Parental Leave and support staff returning from maternity, paternity, adoption or caring leave.
- Use workforce data and dashboards to monitor progression and identify barriers, particularly for underrepresented groups.

4. Promoting Wellbeing for Everyone

Creating a healthy and supportive workplace supports gender, age and health-related needs.

Our commitments:

- Embed the emerging Workforce Wellbeing Strategy, ensuring that mental, physical, social, financial and workplace wellbeing are embedded into everyday practice.
- Embed the Zero Tolerance to Violence, Aggression and Discrimination Charter, supporting those experiencing sexual harassment and all forms of discrimination.
- Maintain Good Work Standard commitments to ensuring a healthy, fair and inclusive workplace.
- Continue menopause support activities, training and awareness (including sessions for men and allies; Menopause Awareness Month events; and reviewing guidance).
- Ensure managers understand how to provide reasonable adjustments, including for menopause symptoms.
- Promote early use of wellbeing support, such as Occupational Health and Employee Assistance Programme.
- Strengthen psychological safety by improving communication, leadership visibility and feedback routes.

5. Leading and Delivering Change

Embedding inclusive leadership, accountability and culture transformation.

Our commitment:

- Support leaders to model inclusive leadership and equitable behaviours.
- Strengthen leadership visibility and transparency.
- Embed Zero-Tolerance to Violence, Aggression and Discrimination standards across frontline services, ensuring members of the public treat staff with respect.
- Ensure directorates include gender equality and menopause actions in their workforce plans.
- Review progress regularly corporate governance boards.
- Use staff surveys and workforce data to drive continuous improvement.

Ongoing monitoring

The Royal Borough of Greenwich will continue to monitor workforce data to minimise gender pay gaps and ensure progress continues.

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	-3.6%			103.6%	£24.46	£23.61	-£0.85
Median hourly rate (as above calc but for median hourly rates)	-4.0%			104.0%	£22.71	£21.84	-£0.87
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)	56%	44%	100%	584	452	1036	
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%	704	332	1036	
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%	694	342	1036	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	38%	62%	100%	398	638	1036	

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			
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						