

LONDON BOROUGH OF BARKING AND DAGENHAM PAY GAP REPORT 2022

We are proud that we pay our local government services employees at or above the London Living Wage and provide access to good pay and conditions.

We have a long tradition of promoting equality. We were the first council in the country to adopt a Gender Equality Charter in 2016. The charter is a commitment of the council and our partners to create a fair and just society with a strong emphasis on ensuring everyone has the same chance to succeed however they identify in terms of gender.

It matters to us th

The Council recognises that, whilst it is widely used in policy discussions, the term BAME is not universally supported amongst the people that it tries to describe. Language matters, and we continue to work with partners across the local government sector, our workforce and community voices to identify the most respectful, accepted and effective way to refer to people of diverse ethnicities in a policy and workforce context.

ETHNICITY PAY GAP MARCH 2022

We are voluntarily publishing our ethnicity pay gap

We signed up to the national Race at Work Charter and have publicly committed to five principles. This includes data transparency and a senior leadership sponsor for Race Equality and the launch of a Reverse Mentoring Scheme. We have sponsored and promoted the reinvigoration of our staff network STARE (Standing Against Racism and Exclusion).

Although our ethnicity pay gap is relatively positive, we have under-representation of BAME employees at senior leadership and leadership level, and across the council as a whole. We will be working with our staff network and a range of stakeholders to take action to improve this position. We are pleased to have been selected to be in the first wave of an important national Workforce Race Equality Standard for the social care staff (SCWRES), that we see as a key catalyst for change across our wider workforce.

Ethnicity pay gap 30 March 2022:

Pay quartiles

There are approximately 587 employees in each quartile. Pay quartile bands will be different for each organisation, but we follow the same methodology set out in the national pay gap guidance, which requires us to divide total disclosed employee numbers by four. We have put the equivalent lbbd pay grades in each quartile, but there is some overlap through spinal column points.

Upper quartile

(PO.4 and above)

54%

WHITE BRITISH

46%

BAME

Upper middle quartile

(SO.2 to PO.4)

60%

WHITE BRITISH

40%

BAME

Lower middle quartile

(Scale 5 to SO.2)

56%

WHITE BRITISH

44%

BAME

Lower quartile

(Apprentice Grade to Scale 5)

68%

WHITE BRITISH

32%

BAME

Bonus Pay

Bonus pay is	
100.0%	100.0%
LOWER	HIGHER
(Mean)	(Median)

Who received bonus pay

8.4%

WHITE BRITISH

10.7%

BAME

Executive Bonus Scheme for the Chief Executive, Senior Leadership Team and other senior managers.

The vast majority of the 2700 employees did

Ethnicity Pay Gap Action Plan over the next year we said we would

1. Continue to monitor the impact of our values-based approach to recruitment, and how diverse panels and anonymised recruitment help to increase representation at all levels in the organisation, including internal recruitment. Dispersed working has continued to provide significant opportunities for many staff to have flexible working patterns.
2. Continue to implement our actions set out in the Race at Work Charter (5 principles) and will implement and evaluate the impact of Reverse Mentoring. We continue to adopt the actions set out in the charter and have just got to the end of the first pilot of Reverse Mentoring. We will be evaluating with mentors and mentees shortly and with the help of Business in the Community produce an action plan.
3. Review our approach to performance management, including personal development planning as part of the implementation of our new HR System. We are working on a new approach to performance management and will codesign career conversations and the performance management arrangements with staff and managers.
4. Co-design a new talent management framework with our staff network and other colleagues. We will be developing this in 2022 and are in the process of setting up our team to help us with this. In the meantime, we have started to co-design a succession planning/career development intervention and are working on Inclusive Leadership.
5. As a first wave to the Workforce Race Equality Standard for Social Care, use this evidence-based approach to move us from conversation to action in 2021, and use this to inform our action plan. We have produced two data sets and have conducted a series of focus groups with social care staff and managers. We are on target to publish action plans by April 2022 based on the insight from the focus groups. We are committed to using the WRES methodology to take forward our Inclusive Employer Programme.

About the Ethnicity Pay Gap Report

The formula, day of count and presentation of the information was set out in government guidance