

GENDER PAY GAP 2024

We are the first council in the country to develop and launch a Gender Equality Charter; we have a month-long programme of events for Women's Empowerment; a thriving Women's Network (with two sub-groups for new and expectant parents and menopause support group); and Women's Empowerment Awards to mark the diverse achievements of the women of Barking and Dagenham. For many roles we now offer flexible working as standard and provide the tools and training to make this a reality.

It is because of our programmes and efforts that we have closed the mean hourly pay gap at senior, middle and professional levels in our organisation. We have more women than men on our executive team and a balanced leadership team, and we are one of few councils in the country with more women than men in our political Cabinet.

Published gender pay gap 30 March 2024:

Women's hourly rate is

2.9%

HIGHER

(Mean)

than men

0.0%

THE SAME

(Median)

In pay terms the difference in hourly pay is women are paid **£0.63 more** than men (mean) and **the same** as men (median).

In 2022 (published in 2023) women were paid **£0.27 more** than men (mean) and **£0.19 less** than men (median).

For a changing organisation like ours the gender pay gap is historical, it is based on information collected a year ago, and because of this we remain committed to reviewing our pay gap in real time.

We are pleased that our pay gap is still relatively close to 0%. The median pay gap is the difference between the midpoints in ranges of hourly earnings of men and women. It takes the salaries and lines them up in order from lowest to highest and picks the middle salary. This is generally believed to be a more representative measure of the pay gap as it is not affected by outliers – a few individuals at the top or bottom of the range.

Mean is the average hourly earnings of men and women. It adds together the hourly pay of men and divides it by the number men, it adds together the hourly pay of women and divides it by the number of women.

A meeting is being arranged with networks to confirm next steps.

Gender Pay Gap Action Plan we said we would....

1. Continue to embed and promote flexible working and in particular family friendly working practices, particularly among men. We continue to do this via our Dispersed working programme. We will make sure that the new statutory rights to request flexible working are

ETHNICITY PAY GAP MARCH 2024

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). We have recently signed up to UNISON's Anti-Racism Charter.

Although our ethnicity pay gap is relatively positive, we have under-representation of Black, Asian and Multi-Ethnic 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 be part of 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 for publication 30 March 2024:

Black, Asian and Multi-Ethnic employee's hourly rate is

1.8%

0.0%

LOWER

THE SAME

(Mean)

(Median)

than White/ White British employees

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(LOWER)

Pay quartiles

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 LBBB pay grades in each quartile, but there is some overlap through spinal column points.

Upper quartile

(PO.3 and above)

63%

White/ White British

37%

Black, Asian and Multi-Ethnic

We have under-representation of Black Asian and Multi-Ethnic staff on the senior leadership team, leadership team and across the top two quartiles, and the workforce as a whole, although we are seeing much higher levels of representation for new starters.

Upper middle quartile

(SO.2 to PO.4)

67%

White/ White British

33%

Black, Asian and Multi-Ethnic

Lower middle quartile

(Scale 5 to SO.2)

57%

White/ White British

43%

Black Asian and Multi-Ethnic

Lower quartile

(Apprentice Grade to Scale 5)

64%

White/ White British

36%

Black Asian and Multi-Ethnic

Bonus Pay

Black Asian and Multi-Ethnic
employee's bonus pay is

46.5%

HIGHER

(Mean)

17.2%

HIGHER

(Median)

Who received bonus pay

9.1%

WHITE BRITISH

12.6%

Black Asian and
Multi-Ethnic

Being updated with networks

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.
2. Continue to implement our actions set out in the Race at Work Charter (5 principles) and have implemented and evaluated the impact of Reverse Mentoring with a new scheme planned.