

## 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 that we keep our positive approach to gender equality under constant review and over the past year we have continued to track our gender pay gap. Since the first publication of our gender pay gap in 2018, we have significantly narrowed the gap which continues this year. Our median pay gap is now 0.2% in favour of women and with a much more reduced mean pay gap of 1.8% in favour of men. In 2018 our median pay gap was that women were paid 13.9% lower than men and a mean gap of 12.8% lower.

We were one of the first local authorities to sign up to the national Race at Work Charter. The charter sets out five key principles that we have publicly committed to and demonstrates that we are determined to take action to be representative of the communities that we serve.

For the second year, we once again are voluntarily producing our ethnicity pay gap. We have used the methodology set out by the Government and are looking at publishing pay gaps for other groups with protected characteristics in the future.

Median pay gap calculations show that BAME employees are paid 2.5% higher than white British employees compared to 5.1% last year. Mean pay gap calculations show that White British employees are paid 1.2% higher than BAME employees.

Our pay gap was circulated to our staff networks and TUs in advance for comments. Since 2021 we have been working on our Inclusive Employer Programme which sets out some key commitments and actions, particularly underpinned by Inclusive Leadership:



Fairness and transparency in our recruitment and selection processes and practices



Career progression open to all –fair and transparent processes and practices, with everyone will be supported to develop



Zero tolerance of micro-aggressions, discrimination and harassment



Leadership at every level representative of the borough we serve



A workforce that is representative of the borough we serve

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 reinvention 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:

BAME employee's hourly rate is

**1.2%**

LOWER

(Mean)

than White British employees

**2.5%**

HIGHER

(Median)

We have recently TUPE transferred in a large group of staff into the council. For a changing organisation like ours the ethnicity 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 relatively close to 0%. The median pay gap is the difference between the midpoints in ranges of hourly earnings of BAME and White British employees. 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.

**In pay terms the difference in hourly pay is BAME employees are paid £0.25 lower than White British employees (mean) and BAME employees are paid £0.45 more than White British employees (median).**

**In 2020 BAME employees were paid £0.13 lower than White British employees (mean) and paid £1.42 more than White British employees (median)**

## 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

BAME employee's bonus pay is

**100.0%**

LOWER

(Mean)

**100.0%**

HIGHER

(Median)

Who received bonus pay

**8.4%**

WHITE BRITISH

**10.7%**

BAME

We have under-representation of BAME 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.

The percentage of BAME employees in the Top Quartile has increased from 39% in 2020. There is a decrease in the percentage of BAME staff in the bottom quartile which was 35% in 2020.

The council doesn't have a bonus pay scheme for the Chief Executive, Senior Leadership Team and other senior managers.

The vast majority of the 2700 employees did not receive a bonus payment of any kind.

We have 2 main schemes that come under the Ethnicity Pay Gap reporting.

Both are subject to frequent review.

It is important to note that the schemes are very different.

One scheme relates to We Fix housing repairs employees and another a recruitment and retention scheme to attract children's social workers.

## 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 actions for the rest of the council's workforce. 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, but there is no obligation on employers to publish this information.

We are voluntarily publishing our data on 30 March 2022; all data was based on the same legal day of count as the Gender Pay Gap: **31 March 2021**.