

LONDON BOROUGH OF BARKING AND DAGENHAM PAY GAP REPORT 2024

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. In 2018 our median pay gap was 13.9% and the mean was 12.8%, both in favour men. Now our median pay gap is **0.0%** and mean pay gap is **-2.9%** in favour of women. It is important to us that our gap is close to zero.

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 third year running, we 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 this year, there is **no difference in the median salary** for Black, Asian, Multi-Ethnic employees compared to White/ White British. Mean pay gap calculations show that Black, Asian and Multi-Ethnic employees are paid **1.8%** lower than White/ White British 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

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.

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.

Top quartile

(PO.3 and above)

44%

MEN

56%

WOMEN

Upper middle quartile

(PO.1 to PO.3)

39%

MEN

61%

WOMEN

Lower middle quartile

(Scale 5 to SO.2)

33%

MEN

67%

WOMEN

Lower quartile

(Apprentice Grade to Scale 5)

48%

MEN

52%

WOMEN

We have a good representation of women in our two highest quartiles.

Bonus Pay

Women's bonus pay is

104.9%

HIGHER

(Mean)

20.8%

HIGHER

(Median)

Who received bonus pay?

11.9%

MEN

8.5%

WOMEN

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

The vast majority of the c2700 employees did not receive a bonus payment of any kind.

We had 2 main schemes that were reportable under the Gender Pay Gap at the snapshot date.

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.

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 fully understood and implemented fairly.
2. Make sure that our dispersed working Inclusive Design Principles do not discriminate and do not have an adverse impact. We have put inclusive design principles at the heart of our approach to dispersed working. We will continue to measure impact.
3. Have adopted a values-based approach to recruitment, implemented diverse panels and anonymised recruitment. We will continue to monitor the impact that this has on our workforce representation, progression and recruitment and selection, and have started work on Talent Management and Succession Planning.
4. Continue to support, promote and sponsor the Women's Network and the two sub-groups Maternity Returners and Menopause Support Group. Providing authentic opportunities for all three groups to inform policy, practice and to hold us to account. We are planning to introduce a Menopause Policy this year, to enhance our positive actions taken so far in relation to Menopause at work.
5. We have removed the requirement to provide information on salary from prospective employees including but not exclusive to job interviews, job applications and executive recruitment agencies. In doing so we will remove the self-perpetuating system that maintains historical gender pay inequality. We will be looking into signing up to the Fawcett Society pledge End Salary History so that we can publicise this commitment to applicants.

About the Gender Pay Gap Reporting Requirements

The formula, day of count and presentation of the information is set out in legal guidance.

We were required to publish our information by 30 March 2024, all data was based on the legal day of count: **31 March 2023**.

Equal Pay v Gender Pay

The gender pay gap is the average pay for women and average pay for men in an organisation, no matter what job they do. This is different to equal pay which deals with the pay differences between men and women who carry out the same or similar jobs. We have a long established accredited, job evaluation arrangement which provides a recognised way to avoid equal pay issues.

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%

LOWER

(Mean)

0.0%

THE SAME

(Median)

than White/ White British employees

In pay terms the difference in hourly Pay is Black, Asian and Multi-Ethnic employees are paid £0.40 less than White/ White British employees (mean), and there is no difference between Black, Asian and Multi-Ethnic employees and White/ White British employees (median).

In 2022 Black, Asian and Multi-Ethnic employees were paid £0.03 more than White British employees (mean) and £0.45 more than White British employees (median).

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 Black, Asian and Multi-Ethnic employees 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.

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**

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 c2700 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.

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.
3. Review our approach to performance management, including personal development planning as part of the implementation of our new HR System. This has been in place over the past 12 months.
4. Co-design a new talent management framework with our staff network and other colleagues. This is at the pilot stage, and will be taken forward this year.
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 are working on a number of plans in support of SC WRES and the UNISON Anti-Racism Charter.

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 2024; all data was based on the same legal day of count as the Gender Pay Gap: **31 March 2024**.