

LONDON BOROUGH OF BARKING AND DAGENHAM PAY GAP REPORT 2025

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 1.9% and the mean pay gap is 2.2%, both in favour of women. It is important to us that our gap is close to zero. We have just published a new People Strategy which has Inclusion and Wellbeing as one of our 5 priorities. In our strategy we set out the following commitment:

We strive to be an inclusive employer, with equality, diversity and inclusion at the heart of everything we do.

We ensure our employee policies and procedures are fair and consistent, supporting staff wellbeing, enabling everyone to be their best self at work.

We do not shy away from tackling behaviours that does not align with our DRIVE values

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 there is no difference in hourly pay for Black, Asian, Multi-Ethnic employees compared to White/ White British employees. Mean pay gap calculations show that Black, Asian and Multi-Ethnic employees are paid 2.7% less than White British employees, compared to 1.8% last year.

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, and have been working with staff on implementing the UNISON Anti-Racism Charter. Our People Strategy defines what success looks like for us:

- LBBD is a welcoming organisation where everyone feels valued
- We have skilled managers who are able to support all their teams, recognising individual needs and support reasonable adjustments when required
- Managers focus on creating a positive psychologically safe work environments, role modelling healthy behaviours and sign posting health and wellbeing interventions.
- There is an equitable environment for career progression opportunities, and professional development is openly discussed and actively supported by managers
- Allyship is encouraged and active across all parts and all levels of the council
- Managers are culturally competent and can adapt to meet individual needs
- Staff absence is well managed
- Staff wellbeing is openly discussed and addressed in one to ones and we proactively support when physical and mental health challenges exist.

GENDER PAY GAP 2025

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.

Ethnicity pay gap for publication 30 March

2025:

Women's hourly rate is

2.2%

HIGHER

(Mean)

than men

1.9%

HIGHER

(Median)

In pay terms the difference in hourly pay is women are paid **£0.50 more** than men (mean) and **£0.40 more** than men (median) In 2023 (published in 2024) women were paid **£0.63 more** than men. There was no pay difference in the 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.4 and above)

40%

MEN

60%

WOMEN

Upper middle quartile

(SO.2 to PO.4)

38%

MEN

62%

WOMEN

Lower middle quartile

(Scale 5 to SO.2)

32%

MEN

68%

WOMEN

Lower quartile

(Apprentice Grade to Scale 5)

56%

MEN

44%

WOMEN

Bonus Pay

Women's bonus pay is

66.5%

HIGHER

(Mean)

15.5%

HIGHER

(Median)

Who received bonus pay?

19.0%

MEN

9.0%

WOMEN

We have a high representation of women in the top two quartiles, in line with our Workforce Profile.

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

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

We have 4 schemes that were reportable under the Gender Pay Gap this year.

One scheme relates to We Fix housing repairs employees, another to rota payments to staff working in waste and recycling. The other 2 are recruitment and retention schemes to attract children's social workers and educational psychologists.

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 2025, all data was based on the legal day of count: **31 March 2024**.

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.

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ETHNICITY PAY GAP MARCH 2025

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 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 were 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. We also signed up to the UNISON Anti-Racism Charter and have spent a year-long review with staff focus groups.

Ethnicity Pay Gap Report for Publication March 2025

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

2.7%

LOWER

(Mean)

than White British employees

0.0%

THE SAME

(Median)

In pay terms the difference in hourly pay is Black, Asian and Multi-Ethnic employees are paid £0.62

less than White British employees (mean). There is no difference in the median pay.

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.

In 2023 Black, Asian and Multi-Ethnic employees were paid £0.40

less than White British employees (mean). There was no difference in the median pay.

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.4 and above)

62%

WHITE BRITISH

38%

Black, Asian and Multi-Ethnic

Upper middle quartile

(SO.2 to PO.4)

55%

WHITE BRITISH

45%

Black, Asian and Multi-Ethnic

Lower middle quartile

(Scale 5 to SO.2)

54%

WHITE BRITISH

46%

Black Asian and Multi-Ethnic

Lower quartile

(Apprentice Grade to Scale 5)

71%

WHITE BRITISH

29%

Black Asian and Multi-Ethnic

Bonus Pay

Black Asian and Multi-Ethnic

employee's bonus pay is

49.5%

HIGHER
(Mean)

15.5%

HIGHER
(Median)

Who received bonus pay

13.6%

WHITE BRITISH

13.6%

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.

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

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

We have 4 schemes that were reportable under the Gender Pay Gap this year.

One scheme relates to We Fix housing repairs employees, another to rota payments to staff working in waste and recycling. The other 2 are recruitment and retention schemes to attract children's social workers and educational psychologists.

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 2025; all data was based on the same legal day of count as the Gender Pay Gap: 31 March 2024.