

Measuring and Reporting the Gender Pay Gap as at March 2018

Currently Hammersmith & Fulham Council collect and make use of a variety of employee data in order to analyse and understand how inclusive and diverse we are as an employer and use this to help deliver on our commitment to creating a great place to work for all of our employees.

From March 2017 all voluntary, private and public sector employers with 250 or more employees are required to publish information to show the *Gender Pay Gap*. Specifically we must publish:

- average gender pay gap figures (mean and median)
- the proportion of men and women in each quartile of the pay structure
- the gender pay gaps for any bonuses paid out during the year

The reported *gender pay gap* is calculated using a method set by The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As a public sector organisation the reporting of these figures helps to demonstrate our compliance under the Public Sector Equality Duty.

Gender Pay Gap information:-

Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)		
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	5.2%		
Median hourly rate (as above calc but for median hourly rates)	3.7%		
Pay Quartile Information			
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	49.3%	50.7%	100.0%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	60.4%	39.6%	100.0%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	62.9%	37.1%	100.0%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	43.8%	56.2%	100.0%
Bonus pay	Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus		
Mean bonus	-35.7%		
Median bonus	-55.2%		
Bonuses paid			
Women paid bonus as % of all women	4.2%		
Men paid bonus as % of all men	14.9%		

Our approach to tackling the Gender Pay Gap

We are committed to improving equality and diversity across the council. Our People Strategy reflects the need for equity and fairness and includes a focus on supporting the development of our workforce. This is part of our ambition to provide an employee experience that is the best in local government.

We aspire to fully represent the community we serve aim to narrow the gender pay gap and will work to ensure London Borough of Hammersmith and Fulham is seen by all as great place to work.

Highlighting the *gender pay gap* between male and female employees can help us to further improve by aiding our understanding of how well we are doing and by allowing us to better target our actions, address identified issues. Over time, this will ensure that we can reduce the gender pay gap and improve workplace equality.

The above figures for March 2018 represent reductions of 0.9% in the mean pay gap and 0.1% median compared to the data published for March 2017. The other significant changes were a 1.8% reduction in the percentage of women in the upper pay quartile whilst the percentage of women in the upper middle quartile increased by 1.7%.

During the last year, we have implemented a number of actions to deliver positive changes, for example:

- We launched the Get Ahead scheme that supports our workforce to prepare for and access career progression.
- Our learning and development offer has been reviewed to ensure it is more closely aligned to meet business needs and the aspirations of our employees.
- Our senior leaders have been undertaking the World Class Manager programme.
- We undertook a staff survey so we could find out what matters most to our workforce and use this information to further improve their experience of working for us.

We also undertook analysis of some aspects of pay that could potentially impact on our *gender pay gap*. This found that women were not disadvantaged by salaries agreed on appointment. Our impact assessment of the new pay spine being introduced for London Boroughs on 1 April 2019, which provides higher increases for the 600 lowest paid employees (approximately one third of our workforce), will benefit more women than men. It also identified that 14% of women in this group are in job that has a career grade linked to professional development compared to 7% of men. This provides them with more scope for pay progression.

Further analysis of our *gender pay gap* and the pay gap of our employees with other protected characteristics will be included in our annual workforce equality monitoring report. This will include details of further actions that have been undertaken and are planned to improve our approach to how we engage with existing and new employees, maintain fair processes for recruitment, pay, job evaluation and performance management, and steps to create an inclusive and supportive workplace culture.