

## Measuring and Reporting the Gender Pay Gap 2017/18

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 and 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	6.11%		
Median hourly rate (as above calc but for median hourly rates)	3.84%		
Pay Quartile Information			
Pay quartiles	Women	Men	Total
Proportion of women and men in the <b>upper quartile</b> (paid above the 75th percentile point)	51.1%	48.9%	100.0%
Proportion of women and men in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	58.7%	41.3%	100.0%
Proportion of women and men in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	61.5%	38.5%	100.0%
Proportion of women and men in the <b>lower quartile</b> (paid below the 25th percentile point)	59.0%	41.0%	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	-39.9%		
Median bonus	-55.1%		
Bonuses paid			
Women paid bonus as % of all women	4.6%		
Men paid bonus as % of all men	12.7%		

## **Our approach to tackling the Gender Pay Gap**

We are committed to improving equality and diversity across the council and have a proud record of achievement when it comes to developing our talent, creating opportunities and increasing the proportion of women in leadership and senior roles.

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.

Through our HR strategy and aligned plans we will seek to implement a number of actions that drive and deliver positive changes.

Current and future actions include improving our approach to how we engage with existing and new employees, maintaining fair processes for recruitment, job evaluation and performance management, and steps to create an inclusive and supportive workplace culture.

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

To support this, we will continue to monitor our workforce and working practices to ensure that our rates of pay are fair, that development opportunities can be accessed, working hours and practices remain flexible, and that our people are able to progress within the organisation.