

## London Borough of Hammersmith and Fulham

### Gender, Ethnicity and Disability Pay Gaps at March 2022

#### Introduction

The Council is fully committed to equal pay for its diverse workforce. To help achieve this, it collects and makes use of a variety of employee data to better understand the diversity of our staff. In addition to helping us to determine our equality and inclusion priorities, this data will enable us identify disproportionality about certain categories of staff and undertake meaningful sector comparisons.

Statutory gender pay gap reporting is one of the ways in which the Council makes data available to evidence the progress we are making on reducing inequality and identifying areas where further improvement is required. In order to increase transparency of pay in our workforce, we have published details of our ethnicity pay gap from 2018 onwards and our disability pay gap since 2020 on a voluntary basis.

This year the Council has made progress in some areas whilst undertaking analysis to identify why performance has not improved in others. Delivering our Action Plan with support from our staff-led groups will help to ensure that we continue to focus on closing the gaps over the coming year.

#### Headline Figures

***The council's gender, ethnicity and disability median pay gaps are significantly below the median UK figures reported by the Office for National Statistics (ONS).***

***The differences between the average hourly rates paid to men and women have both increased between March 2021 and March 2022.***

- The mean gender pay gap is now 4.6%. This is 1% **higher** than the previous year's figure of 3.6%.
- The median gender pay gap is now 5.3%. This is 0.3% **higher** than the previous year's figure of 5%.

***The mean ethnicity pay gap has decreased between March 2021 and March 2022. However, the median ethnicity pay gap is unchanged.***

- The mean ethnicity pay gap is now 10.7%. This is 0.1% **lower** than the previous year's figure of 10.8%.
- The median ethnicity pay gap is now 9.9%. This is **unchanged** from the previous year.

***Disabled employees are, on average, better paid than their Non-disabled colleagues. The differences between the average hourly rates paid to Disabled and Non-disabled employees between March 2021 and March 2022 are:***

- The mean disability pay gap is -1.9% (ie disabled staff paid more), which is 3.4% **lower** than the previous year's figure of 1.5%.
- The median disability pay gap is -2.7%, which is 0.2% lower than last year's figure of -2.5%.

Hourly rates and details of difference in bonus payments such as honoraria and the representation of women, Black, Asian and Minority Ethnic employees and disabled staff in each pay quartile are contained in Appendices 1 to 3.

### **How Does H&F Compare to Others?**

The Council's median gender pay gap of 5.3% is significantly below the median of 14.9% reported by the Office for National Statistics (ONS) for the whole of the UK in 2022.

The Council's median ethnicity pay gap of 9.9% is significantly lower than the median of 23.8% reported by the ONS for the whole of the UK in 2019 (latest available data). Compared to the return for London Councils for March 2021, the Council's position stands at 9th out of 18 councils who have submitted data.

The most recent figure on the disability pay gap published by the ONS was 13.8% for the whole UK in 2021 (latest available data). The Council's median disability pay gap is **significantly lower** at -2.7% (disabled staff are paid more within the Council). Compared to the return for London Councils for March 2021, the Council's position stands at 9th out of 14 councils who have submitted data.

### **Background to Pay Gap Reporting**

Since March 2017, all employers with more than 250 staff have been required by the Gender Pay Gap Regulations 2017 to publish data on gender pay. As a public sector body, the Council also has to comply with the Public Sector Equality Duty contained in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 ("2017 Regulations").

It is important to note the difference between equal pay and the gender pay gap. Equal pay is measured at the level of the individual employee to satisfy the requirement that there is equal pay for equal value work. The Council uses nationally-recognised equality proofed job evaluation schemes to determine the grade for each role. Gender pay gap reporting involves the examination of aggregate data, so it provides statistical information on the workforce as a whole.

The 2017 Regulations specify that the following measures must be published on an annual basis. They are:

- hourly gender pay gap as a mean
- hourly gender pay gap as a median
- bonus gender pay gap as a mean
- bonus gender pay gap as a median
- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

The Council has committed to publish the same information for the ethnicity and disability pay gaps on a voluntary basis.

Public sector organisations are required to publish data based on a 'snapshot' date of 31<sup>st</sup> March each year which must be published by 30<sup>th</sup> March of the following year. The data needs to be published on our website and the GOV UK website. The figures in this report are for the 31 March 2022 and have been calculated using a method set by above the 2017 Regulations.

### **Gender Pay Gap information – March 2022**

The measures the Council is required to publish are as follows:

- The mean hourly gender pay gap is **4.6%** (up from 3.6%)
- The median hourly gender pay gap is **5.3%** (up from 5.0%)
- The mean gender bonus gap is **13.4%** (up from 6.9%)
- The median gender bonus gap is **48%** (up from 13.5%)
- The percentage of male employees receiving a bonus is **12.1%** (down from 16.6%)
- The percentage of female employees receiving a bonus is **8.8%** (down from 11.2%)

The most significant changes between March 2021 and March 2022 are the increases in both the mean and median hourly gaps between men and women. Analysis shows this is because:

- **TUPE in-sourcing of Family Support Service** - 28 employees transferred during the year, of which 21 were female and paid in the lower and lower mid pay quartiles.
- **Law Enforcement Team (LET)** - recruitment of 55 new starters, of whom only 9 were female, for this newly established team that works nights and weekends and are paid in the upper middle pay quartile.
- **Apprentices and Graduates** - 27 out of 38 entry-level Apprentices and 9 out of 10 Graduates scheme recruits were female, all of whom are in grades that fall within the lower pay quartile.

Excluding the above transfer and recruitment, the mean hourly gender pay gap would reduce to 3.5% compared to 4.6% and the median 5.2% instead of 5.3%.

The pay quartile measures that the Council is required to publish for March 2022 are below. March 2021 figures are in brackets for comparison.

Pay quartiles	Men	Women
Proportion of women and men in the <b>upper quartile</b> (paid above the 75th percentile point)	<b>50.1%</b> (down from 51%)	<b>49.9%</b> (up from 49%)
Proportion of women and men in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	<b>46.4%</b> (up from 44.6%)	<b>53.6%</b> (down from 55.4%)
Proportion of women and men in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	<b>38.3%</b> (down from 38.6%)	<b>61.7%</b> (up from 61.4%)
Proportion of women and men in the <b>lower quartile</b> (paid below the 25th percentile point)	<b>41.7%</b> (up from 44.8%)	<b>58.3%</b> (up from 55.2%)

*Note: 56% of employees included in the March 2022 pay gap data were female. This is an increase of 1% from the year before.*

Due to the transfer and recruitment activities highlighted above, there have been increases in the representation of women in the lower pay quartiles and a decrease in the upper mid quartile. However, there has been an increase in the proportion of women in the upper quartile of 3.1%.

### **Ethnicity Pay Gap information – March 2022**

The measures the Council publishes voluntarily are as follows.

- The mean hourly ethnicity pay gap is **10.7%** (down from 10.8%)
- The median hourly ethnicity pay gap is **9.9%** (unchanged from 9.9%)
- The mean ethnicity bonus gap is **-6.3%** (down from -2.9%)
- The median ethnicity bonus gap is **-47.9%** (down from -26.5%)
- The percentage of White employees receiving a bonus is **9%** (down from 12.5%)
- The percentage of Black, Asian and multi-ethnic employees receiving a bonus is **14.2%** (down from 16.5%)

The hourly ethnicity pay gaps have remained stable. Some of the recruitment activities referred to above had a positive impact on these figures. For example, 30

of the 55 Law Enforcement Team employees recruited were from Black, Asian and multi-ethnic backgrounds.

Compared to March 2021 there has been further reductions in the ethnicity bonus gaps whilst the percentage of both White and Black, Asian and multi-ethnic employees receive a bonus has reduced. Black, Asian and Minority Ethnic employees are therefore still receiving a higher amount of bonus payments.

The pay quartile measures for March 2022 compared to March 2021 figures in brackets for comparison are as follows:

<b>Pay quartiles</b>	<b>White</b>	<b>Black, Asian and Minority Ethnic</b>
Proportion of Black, Asian and Minority Ethnic and White employees in the <b>upper quartile</b> (paid above the 75th percentile point)	<b>65.7%</b> (up from 64.5%)	<b>34.3%</b> (down from 35.5%)
Proportion of Black, Asian and Minority Ethnic and White employees in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	<b>53.1%</b> (down from 55.7%)	<b>46.9%</b> (up from 44.3%)
Proportion of Black, Asian and Minority Ethnic and White employees in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	<b>51.7%</b> (up from 50.9%)	<b>48.3%</b> (down from 49.1%)
Proportion of Black, Asian and Minority Ethnic and White employees in the <b>lower quartile</b> (paid below the 25th percentile point)	<b>41.9%</b> (up from 41.2%)	<b>58.1%</b> (down from 58.8%)

*Note: 84% of employees had disclosed their ethnicity, of which 47% were from Black, Asian and Minority Ethnic groups. A further 5% have stated 'prefer not to say.'*

The representation of multi-ethnic staff has decreased in both of the lower pay quartiles and there has been a small reduction in the upper quartile. However, there was a much larger increase in the upper mid quartile.

### **Disability Pay Gap information – March 2022**

The measures the Council will voluntarily publish are as follows.

- The mean hourly disability pay gap is **-1.9%** (down from 1.5%)
- The median hourly disability pay gap is **-2.7%** (down from -2.5%)
- The mean disability bonus gap is **-14.8%** (down from 15.4%)
- The median disability bonus gap is **-17.4%** (down from 3.4%)

- The percentage of Non-Disabled employees receiving a bonus is **11.4%** (up from 10.1%)
- The percentage of Disabled employees receiving a bonus is **9.5%** (up from 9.4%)

Between March 2021 and March 2022, both the mean average disability hourly pay gaps decreased, showing staff who identified as being disabled earn more per hour. The disability bonus gaps have also changed significantly, with disabled employees now showing as receiving more. Whilst, an automated and mandatory process, the Council continues to work pro-actively, including through staff networks, to encourage employees to consider disclosing their disability status.

The pay quartile measures for March 2022 compared to March 2021 figures in brackets for comparison are as follows:

Pay quartiles	Non-disabled	Disabled
Proportion of Disabled and Non-disabled employees in the <b>upper quartile</b> (paid above the 75th percentile point)	<b>90.9%</b> (down from 92.7%)	<b>9.1%</b> (up from 7.3%)
Proportion of Disabled and Non-disabled and white employees in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	<b>89.3%</b> (down from 90.2%)	<b>10.7%</b> (up from 9.8%)
Proportion of Disabled and Non-disabled and white employees in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	<b>90.7%</b> (up from 90%)	<b>9.3%</b> (down from 10%)
Proportion of Disabled and Non-disabled and white employees in the <b>lower quartile</b> (paid below the 25th percentile point)	<b>92.7%</b> (down from 93.2%)	<b>7.3%</b> (up from 6.8%)

**Note:** 9.1% of the employees included in the March 2022 pay gap data had declared a disability compared to 8.5% the year before.

The data shows a positive trend with representation of disabled employees in both of the upper pay quartiles increasing. This is consistent with the reported reduction in the hourly disability pay gaps.

## **Actions taken that contribute to reducing pay gaps during 2022/23**

Reducing the gender and ethnicity pay gaps requires an increase in the proportion of women and black, Asian and minority ethnic employees in the highest paid quartiles of the workforce. Key areas of focus for the Council continue to be providing opportunities for career development through the Get Ahead scheme and providing more access to learning, particularly leadership development.

The Get Ahead scheme was launched in 2018 to increase the number of opportunities available for employees to progress their careers with the Council and we have been very successful, to date, in fulfilling our ambition to develop our existing talent whilst also ensuring that we continue to consider bringing in new talent through our external recruitment campaigns.

Leadership and management development opportunities have been an area of particular focus, supporting the aspirations of all levels of our workforce to progress whether in a first management position or from middle to senior management.

The Council offers a range of flexible working opportunities that can assist those with parenting and caring responsibilities. We are also signed up to the TUC Dying to Work pledge to support those with terminal illnesses to remain in employment for longer and we have been awarded the Gold Armed Forces Covenant to encourage job applications from ex-forces personnel.

In addition to the continuation of the Get Ahead scheme and our commitment to career progression and learning and career management, we are also actively supporting other initiatives including supported interns, supported apprenticeships, local graduate schemes, promoting the achievements of care leavers and a refresh of our work experience offer.

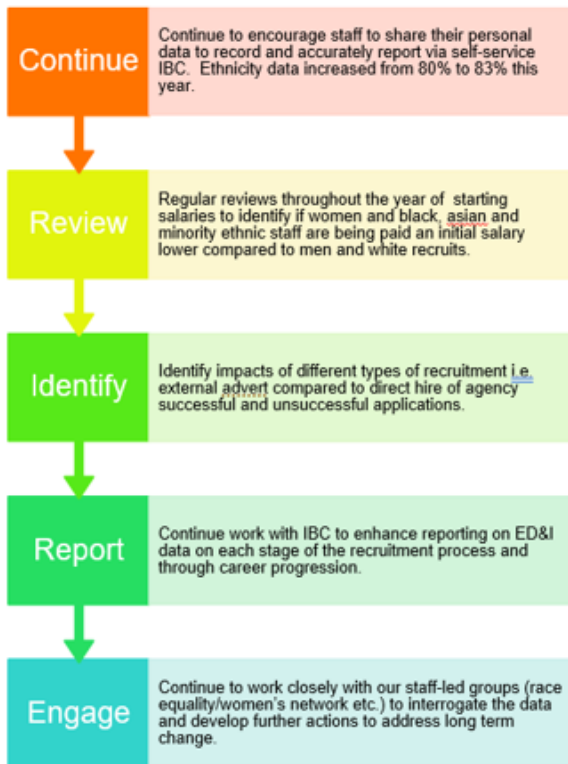
We continue to encourage staff to 'share not declare' personal data.

### **Inclusive recruitment**

- We continue to gather and monitor data sets associated with the various stages of the recruitment process including data associated with unsuccessful applicants.
- Ensuring we have considered diverse interview panels is now a mandatory requirement for hiring managers
- We have internally progressed 37 colleagues during the past year
- Over 200 hiring managers have undertaken our mandatory inclusive recruitment best practice training

# Measures of Success

## We Said



## We Did

### Continue

- Ethnicity data currently stands at 84% with a further 5% stating that they prefer not to say. Enhancements have been made to our recruitment process to make it mandatory to complete ethnicity (including 'prefer not to say' for all new starters – this means that in time will we see these figures further reduce on an automated basis. We've re-run our 'share not declare' comms and will continue to do so.

### Review

- We're reviewing our pay gaps annually
- We're also reviewing our end-to-end recruitment offer in terms of inclusivity

### Identify

- We're seeing better results in terms of diverse recruitment particularly through our external recruitment campaigns. This is telling us that the mandatory inclusive hiring manager training appears to be working.
- We continue to update our Role Profiles to reflect inclusive recruitment and there have been 37 internal moves during this reporting period
- Providing even more opportunities for career development through the Get Ahead Programme and providing more access to learning and internal progression, particularly management development programmes.
- Leadership and management development opportunities have been an area of particular focus, supporting the aspirations of all levels of our workforce to progress whether aspiring managers, in a first management position or from middle to senior management.

### Report

- We have been working with our partners in Hampshire to develop our Recruitment reports so that we can publish high level data on the recruitment steps by way of transparency and support better analytics. We've also updated our EDI drop down lists to help us report more accurately.

### Engage

- We've shared last years pay gap report and explanatory slides and we've held workshops with our Race Equality Forums and Women's Network to provide some narrative to enable further analysis.
- We will do the same with our Disability Equality Network
- We meet on a regular basis with our Race Equality Group responsible for data monitoring
- We've signed up to The London Local Government Tackling Racial Inequality Programme
- We've promoted our offers on a range of flexible working opportunities that can support those with parenting and caring responsibilities
- We've joined Purple Space (disability)
- We've joined Opening Doors (ethnicity)
- We're partners with [Microlink](#) (workplace adjustments)

### Next reporting period

The next statutory deadline is to publish the 'snapshot' for the gender pay gap as at 31 March 2022 no later than 30 March 2023. This will continue to include ethnicity and disability pay gap data.



## Appendix 1 – Figures for Gender Pay Gap March 2018 to March 2022

Year	The percentage difference in mean pay between males and females			The percentage difference in median pay between males and females			The percentage difference in mean bonus pay between males and females			The percentage difference in median bonus pay between males and females			The proportion of males and females receiving a bonus	
	Mean Male	Mean Female	% Difference	Median Male	Median Female	% Difference	Bonus Mean Male	Bonus Mean Female	% Difference	Bonus Median Male	Bonus Median Female	% Difference	Bonus Received Male	Bonus Received Female
2022	£23.62	£22.53	4.6	£21.45	£20.31	5.3	£2,009	£1,740	13.4	£2,136	£1,111	48.0	12.1	8.8
2021	£22.91	£22.08	3.6	£21.01	£19.96	5.0	£2,231	£2,078	6.9	£1,973	£1,706	13.5	16.6	11.2
2020	£22.29	£20.98	5.9	£20.07	£18.97	5.5	£2,164	£1,848	14.6	£2,062	£1,640	20.5	16.8	8.9
2019	£21.41	£21.02	1.8	£19.55	£19.04	2.6	£1,508	£1,379	8.6	£1,436	£947	34.1	20.8	11.8
2018	£21.53	£20.40	5.2	£19.39	£18.67	3.7	£3,366	£4,567	-35.7	£2,241	£3,478	-55.2	14.9	4.2

The proportion of males and female employees in quartile bands								
Year	Upper Quartile Male	Upper Quartile Female	Upper Middle Quartile Men	Upper Middle Quartile Female	Lower Middle Quartile Men	Lower Middle Quartile Female	Lower Quartile Male	Lower Quartile Female
2022	50.1	49.9	46.4	53.6	38.3	61.7	41.7	58.3
2021	51.0	49.0	44.6	55.4	38.6	61.4	44.8	55.2
2020	51.9	48.1	44.8	55.2	38.1	61.9	44.7	55.3
2019	46.0	54.0	45.4	54.6	38.4	61.6	44.5	55.5
2018	50.7	49.3	39.6	60.4	37.1	62.9	43.8	56.2

## Appendix 2 – Figures for Ethnicity Pay Gap March 2018 to March 2022

Year	The percentage difference in mean pay between White and Black and Minority Ethnic Employees			The percentage difference in median pay between White and Black and Minority Ethnic Employees			The percentage difference in mean bonus pay between White and Black and Minority Ethnic Employees			The percentage difference in median bonus pay between White and Black and Minority Ethnic Employees			The proportion of White and Black and Minority Ethnic Employees receiving a bonus	
	Mean White	Mean BAME	% Difference	Median White	Median BAME	% Difference	Bonus Mean White	Bonus Mean BAME	% Difference	Bonus Median White	Bonus Median BAME	% Difference	Bonus Received White	Bonus Received BAME
2022	£24.45	£21.83	10.7	£22.54	£20.31	9.9	£1,879	£1,997	-6.3	£1,452	£2,147	-47.9	9.0	14.2
2021	£23.90	£21.31	10.8	£21.63	£19.49	9.9	£2,165	£2,228	-2.9	£1,706	£2,158	-26.5	12.5	16.5
2020	£23.10	£20.21	12.5	£20.21	£18.62	7.9	£1,940	£2,349	-21.1	£1,578	£2,445	-54.9	16.0	18.2
2019	£21.97	£19.62	10.7	£20.04	£18.26	8.9	£1,409	£1,600	-13.6	£1,026	£1,481	-44.3	13.9	19.0
2018	£22.26	£19.61	11.9	£19.98	£18.02	9.8	£5,021	£2,655	47.1	£3,702	£2,164	41.5	8.4	11.4

The proportion of White and Black and Minority Ethnic Employees in quartile bands								
	Upper Quartile White	Upper Quartile BAME	Upper Middle Quartile White	Upper Middle Quartile BAME	Lower Middle Quartile White	Lower Middle Quartile BAME	Lower Quartile White	Lower Quartile BAME
2022	65.7	34.3	53.1	46.9	51.7	48.3	41.9	58.1
2021	64.5	35.5	55.7	44.3	50.9	49.1	41.2	58.8
2020	68.0	32.0	54.8	45.2	46.0	54.0	41.8	58.2
2019	69.8	30.2	58.7	41.3	47.4	52.6	44.4	55.6
2018	70.8	28.9	56.7	43.3	48.6	51.4	43.5	56.5

### Appendix 3 – Figures for Disability Pay Gap March 2020 to March 2022

Year	The percentage difference in mean pay between employees who have and have not declared a disability			The percentage difference in median pay between employees who have and have not declared a disability			The percentage difference in mean bonus pay between employees who have and have not declared a disability			The percentage difference in median bonus pay between employees who have and have not declared a disability			The proportion of employees who have and have not declared a disability receiving a bonus	
	Have not declared a disability	Have declared a disability	% Difference	Have not declared a disability	Have declared a disability	% Difference	Mean Bonus: Have not declared a disability	Mean Bonus: Have declared a disability	% Difference	Median Bonus: Have not declared a disability	Median Bonus: Have declared a disability	% Difference	Have not declared a disability	Have declared a disability
2022	£22.97	£23.41	-1.9%	£20.82	£21.38	-2.7%	£1,853	£2,127	-14.8%	£1,675	£1,967	-17.4%	11.4%	9.5%
2021	£22.48	£22.15	1.5%	£19.96	£20.46	-2.5%	£2,178	£1,843	15.4%	£1,876	£1,813	3.4%	10.1%	9.4%
2020	£21.60	£21.28	1.5%	£19.42	£19.42	0.0%	£2,038	£2,139	-5.0%	£1,898	£1,912	-0.7%	16.4%	12.5%

The proportion of employees who have declared and not declared a disability in quartile bands								
Year	Upper Quartile: Have not declared a disability	Upper Quartile: Have declared a disability	Upper Middle Quartile: Have not declared a disability	Upper Middle Quartile: Have declared a disability	Lower Middle Quartile: Have not declared a disability	Lower Middle Quartile: Have declared a disability	Lower Quartile: Have not declared a disability	Lower Quartile: Have declared a disability
2022	90.9	9.1	89.3	10.7	90.7	9.3	92.7	7.3
2021	92.7	7.3	90.2	9.8	90.0	10.0	93.2	6.8
2020	92.1	7.9	90.4	9.6	90.8	9.2	93.3	6.7