

LONDON BOROUGH OF BARKING AND DAGENHAM PAY GAP REPORT 2023

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 1.02% in favour of men and mean pay gap of 1.32% 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 Black, Asian, Multi-Ethnic employees are paid 2.4% higher than White British employees compared to 2.5% last year. Mean pay gap calculations show that Black, Asian and Multi-Ethnic employees are paid 0.1% higher than 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 2023

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 2023:

Women's hourly rate is

1.3%

HIGHER
(Mean)

than men

1.0%

LOWER
(Median)

In pay terms the difference in hourly pay is women are paid £0.27 **more** than men (mean) and £0.19 **less** than men (median)

In 2021 (published in 2022) women were paid £0.35 **lower** than men (mean) and £0.03 **more** 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.4 and above)

45%

MEN

55%

WOMEN

Upper middle quartile

(SO.2 to PO.4)

40%

MEN

60%

WOMEN

Lower middle quartile

(Scale 5 to SO.2)

36%

MEN

64%

WOMEN

Lower quartile

(Apprentice Grade to Scale 5)

46%

MEN

54%

WOMEN

We have a good representation of women in our two highest quartiles. We have a gender balanced senior leadership team.

Bonus Pay

Women's bonus pay is

107.1%

HIGHER

(Mean)

26.7%

HIGHER

(Median)

Who received bonus pay?

12.9%

MEN

8.1%

WOMEN

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 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.

Being updated with networks 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.
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 and have been checking out the views of staff through a number of surveys over the past year.
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.
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.
5. Work towards removing requests for 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 have removed this requirement as part of the application process. 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 2023, all data was based on the legal day of count: **31 March 2022**.

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 2023

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 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 2023:

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

0.13%

HIGHER

(Mean)

than White British employees

2.43%

HIGHER

(Median)

In pay terms the difference in hourly pay is Black, Asian and Multi-Ethnic employees are paid £0.03 more than White British employees (mean) and Black, Asian and Multi-Ethnic employees are paid £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.

In 2021 Black, Asian and Multi-Ethnic employees were paid £0.25 lower than White British employees (mean) and £0.45 more than White British employees (median).

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)

56%	44%
WHITE BRITISH	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)

58%	42%
WHITE BRITISH	Black, Asian and Multi-Ethnic

Lower middle quartileScale 5 to SO.2)

58%	42%
WHITE BRITISH	Black Asian and Multi-Ethnic

Lower quartile
(Apprentice Grade to Scale 5)

59%	41%
WHITE BRITISH	Black Asian and Multi-Ethnic

Bonus Pay

Black Asian and Multi-Ethnic
employee’s bonus pay is

98.9%	27.0%
HIGHER	HIGHER
(Mean)	(Median)

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 2700 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.

Who received bonus pay

10.5%

WHITE BRITISH

11.3%

Black Asian and
Multi-Ethnic

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.
4. Co-design a new talent management framework with our staff network and other colleagues.
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.

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 2023; all data was based on the same legal day of count as the Gender Pay Gap: **31 March 2022**.