**London Borough of Waltham Forest: Gender Pay Gap at 31 March 2018**

**Published 29 March 2019**

At Waltham Forest we are absolutely committed to boosting life chances and reducing inequality in all its forms, including for our staff. We welcome the opportunity to publish our gender pay gap and improve transparency around diversity and inclusion in our workforce. Beyond just publishing our gap, we are actively working to reduce it for all women at London Borough of Waltham Forest (LBWF) including those in lower paid roles or from black and minority ethnic (BAME) backgrounds. Our Gender Pay Gap Strategy will be published in May 2019, and this reflects our commitment to not only reduce the gap, but improve outcomes and quality of life for women in the workforce.

**Background to Gender Pay Gap Reporting**

In 2017, the government introduced legislation making it a statutory requirement for all organisations with 250 or more employees to report annually on their gender pay gap. This report must set out:

* mean and median gender pay gaps
* the proportion of men and women who receive bonuses
* mean and median gender bonus gaps, and
* the proportion of male and female employees in each pay quartile

The gender pay gap is different to equal pay, as the following definitions explain:

* gender pay gap: the difference between the average pay of men and the average pay of women, irrespective of the job they do
* equal pay: the principle that men and women doing the same jobs, or similar jobs of equal value, should receive the same pay

The council has robust arrangements in place to ensure it provides equal pay, including an independent and well established job evaluation process. Moreover, the council supports the fair treatment and reward of all its employees, irrespective of gender.

**London Borough of Waltham Forest Gender pay gap: hourly pay**

On 31 March 2018, women’s hourly pay was:

* 13.5% lower than men’s hourly pay (mean average)
* 14% lower than men’s hourly pay (median average)

**London Borough of Waltham Forest Gender pay gap: bonus pay**

The council makes one payment that meets the definition of a bonus: any employee who reaches 25 years of service receives £300 in gift vouchers as a thank you for their loyalty and service.

In the 12 months up to 31 March 2018:

* 0.1% of men received a bonus
* 1.4% of women received a bonus

Bonuses paid to women were:

* 5.9% higher than bonuses paid to men (mean average)
* 0.0% lower than bonuses paid to men (median average)

**London Borough of Waltham Forest Pay quartiles**

The table below sets out the percentage of men and women in each quarter of the council’s payroll on 31 March 2018.

|  |  |  |
| --- | --- | --- |
| Quartiles | Men | Women |
| Lower quartile | 24% | 76% |
| Lower middle quartile | 26% | 74% |
| Upper middle quartile | 32% | 68% |
| Upper quartile | 40% | 60% |

**Why do we have a gender pay gap?**

This year the council has commissioned a diversity and inclusion specialist to analyse its gender pay gap data and gather staff views and experiences in order to understand the causes of our gender pay gap. The key findings from the research are outlined below:

* Our lowest paid jobs are more likely to be occupied by women. This is due in part to the fact that low-paid roles with a high proportion of women, such as schools catering and care, are delivered in house; whereas many low paid roles with a high proportion of men, such as refuse and street cleaning, have been outsourced. The high concentration of women in these low paid roles (catering and care) accounts for nearly half of our gender pay gap.
* On average, women join the council at lower salaries than men and experience slower pay progression over the course of their career.
* The gender pay gap is higher for women from BAME backgrounds.

**Taking action**

The council is fully committed to reducing its gender pay gap and improving outcomes for women. Building on the data analysis and research, we have worked closely with staff to develop a meaningful Gender Pay Gap strategy that has a positive impact on them. This strategy will be published in May 2019 and staff will continue to be engaged with to monitor its progress.

Alongside this strategy we already have a range of positive measures in place to support the narrowing of our gender pay gap. For example:

* Our pay policy is gender neutral and our job evaluation process ensures that men and women in equivalent roles receive the same pay.
* We are proud to have been accredited as a London Living Wage Employer, guaranteeing that every employee of the council receives at least the London Living Wage.
* We actively promote flexible working, home working and part time working.
* We have a wide range of family-friendly policies and are proud to be the first local authority and one of the first employers in the UK to support The Smallest Things campaign which provides additional leave at full pay for parents of premature babies.
* In November 2018, our Cabinet approved a range of staff support packages which included some proposed improvements to our family friendly policies, such as, the introduction of full pay for the first 5 weeks of shared parental leave to encourage more uptake; the introduction of an interest-free loan for covering childcare deposit payments; and the development of a carer’s charter.

Our ultimate goal is to ensure that all women employed by the council are well supported in the workplace and have the best possible opportunity to progress and achieve their ambitions.

**Declaration**

Our gender pay gap calculations follow the legislative requirements set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. All employees who were deemed to be full paid relevant employees at 31 March 2018 have been included in our calculations.