

## **London Borough of Waltham Forest:**

**Published 05 March 2021**

At Waltham Forest we are absolutely committed to boosting life chances and reducing inequality in all its forms, including for our staff. Beyond publishing our gap, we are actively working to reduce the pay gap for all women at London Borough of Waltham Forest (LBWF) including those employed within lower paid roles.

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

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 and The council supports the fair treatment and reward of all its employees, irrespective of their gender.

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

On 31 March 2020, women's hourly pay was:

- 9.52% {-0.38%} lower than men's hourly pay (median average)
- 11.96% {-1.04%} lower than men's hourly pay (mean 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 2020:

- 0.22% of men received a bonus
- 0.22% of women received a bonus

Bonuses paid to women were:

- 0.0% 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 2020 along with the % change since last year's Gender Pay Report.

Quartiles	Men	Women
Lower quartile	26.9% {+1.6}	73.1% {-1.6}
Lower middle quartile	28.4% {+3.2}	71.6% {-3.2}
Upper middle quartile	35.3% {+1.5}	64.7% {-1.5}
Upper quartile	41.4% {-0.5}	58.6% {+ 0.5}

## Why do we have a gender pay gap?

We have explored the reasoning for the Council's Gender Pay gap so that we can tackle and reduce the gap while also supporting and improving the working lives and opportunities of women within our workforce. 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 traditionally many lower 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.

## **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 is an evolving and developing strategy and work has continued to be undertaken with the GPR focus group during 2020. This work will continue to be undertaken by the Council in partnership with the newly established Women's forum.

Alongside this strategy we have already undertaken an extensive range of positive measures and actions to support us in narrowing our gender pay gap. These are as follows:

- Our pay policy is gender neutral and our job evaluation process ensures that men and women in equivalent roles receive the same pay.
- We actively promote flexible working, home working and part time working. Home-working has significantly increased since March 2020.
- The creation of the new Women's Forum
- The creation a Part time pool for those employees wishing to undertake additional hours, either within their existing service area or within other departments so that they can improve and enhance their knowledge and skills to boost their career options, moving forward
- Internal recruitment first for all roles up and including SO2
- Improved communication to front line workers on the corporate messaging. This is now provided via their monthly payslips
- Anonymised application process for all applicants, both non-chief officer and chief officers advertised roles. No personal details are released until after shortlisting has been completed.
- Enhanced offer to fathers and partners on shared parental leave and other appointments for young families
- Enhanced offer to partner adopters on shared parental leave and other appointment for families
- Support for those employees returning from maternity leave

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

## **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 2020 have been included in our calculations.