**London Borough of Waltham Forest: Gender Pay Gap Reporting**

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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 2022, women’s hourly pay was:

* 9.30% lower than men’s hourly pay (median)
	+ 2.4 percentage points lower than March 2021
* 13.6% lower than men’s hourly pay (mean)
	+ 1 percentage point lower than March 2021

Therefore, the Council’s Gender Pay Gap has reduced.

**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 service.

In the 12 months up to 31 March 2022:

* 0.10% of men received a bonus
* 0.19% 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 2022 along with the % difference / change since last year’s Gender Pay Report:

|  |  |  |  |
| --- | --- | --- | --- |
| Quartiles | Men | Women | Difference  |
| Lower quartile |  25.8%  | 74.2%  | 0.2% |
| Lower middle quartile | 28.4%  | 71.6%  | -1.3% |
| Upper middle quartile | 35.5%  | 64.5%  | -0.8% |
| Upper quartile |  42.4%  | 57.6%  | +1.6% |

**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.
* It is important to note that our pay policy is gender neutral and our job evaluation process ensures that men and women in equivalent roles receive the same pay.

**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.

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

**Training and Development**

Equality, Diversity and Inclusion training offer on

* micro-aggressions,
* unconscious bias,
* allyship and safe spaces
* introducing Speak Up Champions {pilot}
* Mandatory e-learning courses on Unconscious Bias and Equality and Diversity which must be completed by all staff and managers.
* Developed a [toolkit for managers](https://lbwf.sharepoint.com/sites/FellowshipSquare/Shared%20Documents/Forms/AllItems.aspx?id=/sites/FellowshipSquare/Shared%20Documents/Courageous-Conversations-toolkit-for-managers_4209.pdf&parent=/sites/FellowshipSquare/Shared%20Documents)to help managers hold courageous conversations with their teams.​
* ‘[Be Proudly You’ Diversity and Inclusion eLearning course](https://protect-eu.mimecast.com/s/FQnqCVvRVIk7AAwcJ7li3) covering **Presumptions and Assumptions; Privilege, and Allyship, (delivered to circa 1800 employees)**
* **Big (EDI) Conversation for managers and staff to discuss the themes discussed in the ‘Be Proudly You’ e-learning.**

**Flexible working**

* We actively promote flexible working, home working and part time working. Home- working has significantly increased.
* The Council also offers a [Modern Ways of Working](https://lbwf.sharepoint.com/sites/FellowshipSquare/SitePages/Hybrid-Working-Toolkit.aspx) programme to enhance and open flexible opportunities to employees. Where possible managers and employee are encouraged to consider all viable options dependent on the role and service delivery consideration.

**Recruitment**

* Equality data for each directorate is being reviewed and assessed by a dedicated People Partner. Each People Partner will be working closely with each directorate to ensure a more tailored and dedicated recruitment campaign, which can support to address any equality deficit / requirements.
* The continued promotion of 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 along with the supportive actions within the [Workforce Positive Action Policy](https://foresthub.walthamforest.gov.uk/sites/default/files/workforce_positive_action_policy_final_29.11.21.docx)
* Anonymised application process for all applicants, both non-chief officer and chief officers advertised roles. No personal identifying details are released until after shortlisting has been completed. Removing any potential for unconscious bias

**Networking, Family Friendly and Health and well-being Development**

* Further development of the Women’s Forum
* Introduction of Miscarriage Leave {3 days} to support employees dealing with this traumatic experience
* Development and promotion of Menopause guidance for those affected
* Winners of Working Dads Employer Awards: Parental Leave Policies Award 2022 for our enhanced offer to fathers and partners on shared parental leave and other appointments for young families, which in turn can support their partners
* 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.

**Next steps**

**To support our ongoing efforts to narrow the gender pay gap we plan to develop Phase Two of the Council’s People Programme in early 2023. This programme of work aligns to the priorities and commitments as outlined in the Council’s People Strategy.**

**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 as at, 31 March 2022 have been included in our calculations.