



London Borough of Redbridge Annual Gender Pay Gap Report 2024



Introduction / Background

All employers with 250 or more employees are required by law to carry out Gender Pay Reporting under the specific duties of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations underpin the Public Sector Equality Duty. Gender Pay Reporting involves six calculations of the difference between the average hourly pay of men and women as a percentage which must be published annually at a 'snapshot date' for each year on 31 March and, after analysis, the data are published the following year by the deadline of 30 March. The snapshot date looks at 'full-pay relevant employees' and excludes employees on reduced pay leave, such as maternity or half pay/no pay sickness absence. The reports should include the following:

- mean and median gender pay gaps
- mean and median gender gaps in bonus payments
- proportion of men and women who receive bonus payments
- proportions of male and female employees in each pay quartile

The gender pay gap shows the difference in the average hourly pay between all men and all women in the workforce overall. If a workforce has a particularly high gender pay gap, (mean and median hourly pay are higher in favour of men) this can indicate there may be an issue to address to promote pay parity.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

This information must be published by 30th March 2025, on both the council's website and a dedicated central government site.

The Gender Pay Gap Reporting is based on an analysis of the **2,177** employees in the post as of **31 March 2024**.

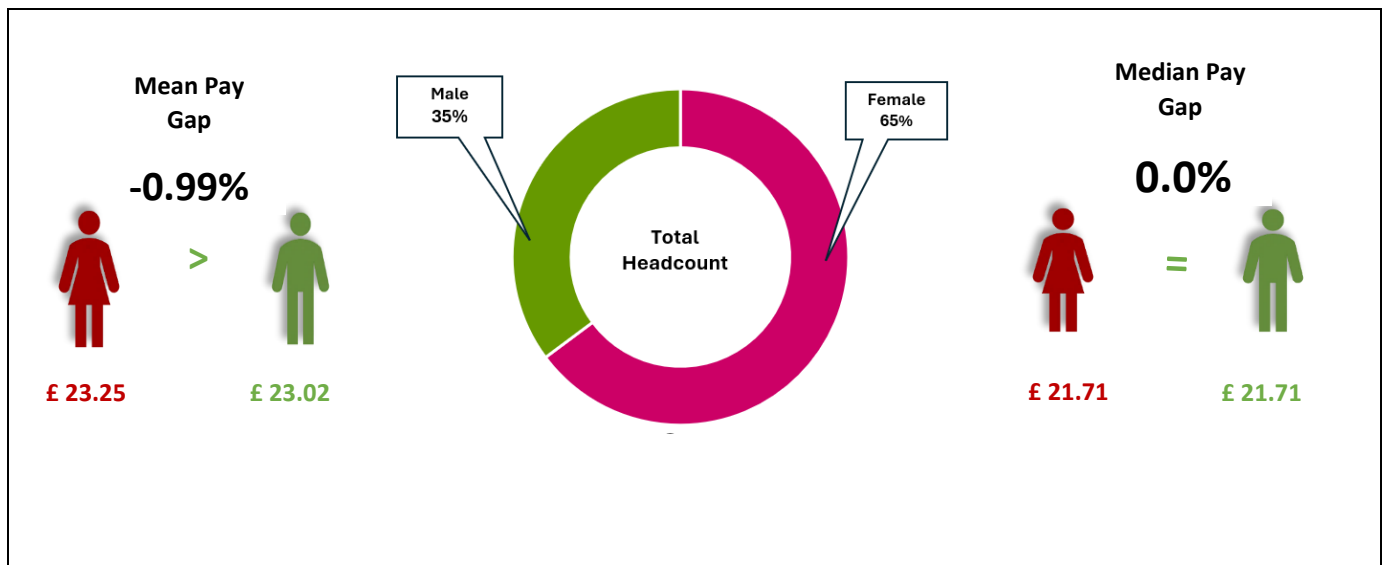


Pay Gap

Overall, the 2024 Gender Pay Gap (Figure 1) indicates that women are paid slightly more than men in the London Borough of Redbridge. This is a continuous trend over the last three years.

Figure 1: Mean and Median Gender Pay Gap

Mean Gender Pay Gap



Mean Gender Pay Gap

The London Borough of Redbridge overall has a negative mean Gender Pay Gap, this is because the mean pay gap for men is lower when compared to women. Our data revealed a mean (average) gap of **-0.99%** in favour of women. (Ref figure 1) in comparison to the national average of 14%.

Median Gender Pay Gap

The overall median (mid-point) pay gap, in the snapshot of 2024, shows women's and men's mid-point hourly pay is the same.



Mean and Median Full Time and Part Time Gender Pay Gap

Figure 2: FT/PT Gender Pay Gaps

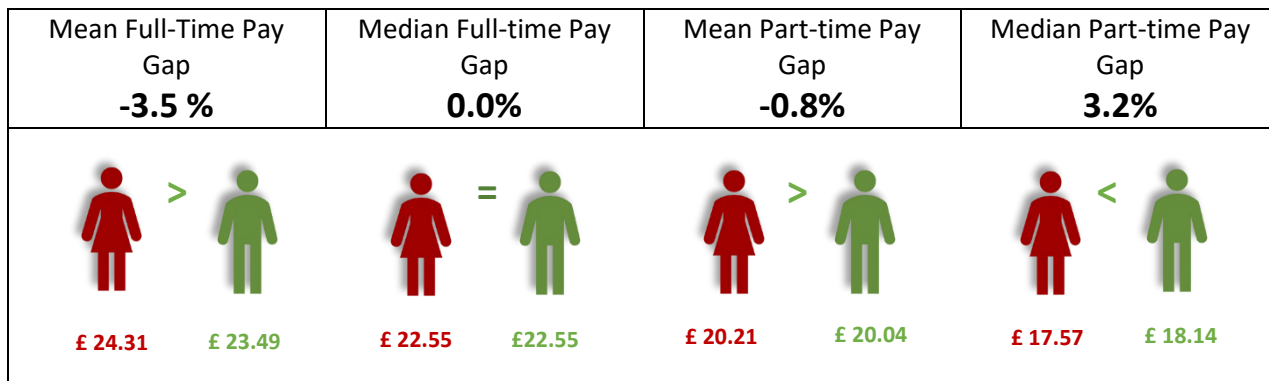


Table 2: FT/PT Redbridge Employers by Gender

	Full -Time	Part-Time
Female	1043	368
Male	662	104
Total	1705	472

At the time of drafting this report London Borough of Redbridge (LBR) employed 2,177 members of staff, 472 are part-time employees, and of those 78% (368) are women. The high proportion of part-time staff being women is a historical trend. LBR through its commitment towards the Equality Diversity and Inclusion (EDI) agenda is promoting flexible work opportunities at all levels of the organisation and is not gender biased. (Ref Table 2).

In both the Mean Full-Time and Part-Time figures women earn more than men (-3.5% and -0.8% respectively). (Ref figure 2).

The median Full-Time shows men and women hourly pay is equal. There is, however, a variation when we consider median pay for part time staff. Median pay for part time men is **57p** per hour more than their female counterparts. As the figure above shows, that is a difference of **3.2%**. (Ref figure 2).

Analysing the data we found that the women in part-time roles were primarily in these three categories:

- Home Carers;
- Administrative Support Workers
- Passenger Assistants

This cohort of roles is amongst the lowest paid roles in the council. Men in part-time roles are predominantly Driver Attendants, a role which attracts a higher rate of pay than the above roles.



Analysing the data further to understand the difference between the part-time median pay gap and part-time mean pay gap we found that about a third of part-time female staff are in roles such as Social Workers/Senior Social workers, Specialist Advisory Teachers, Educational Psychologists and Higher Level Teaching Assistants which attract high rates of pay resulting in a mean part-time pay gap of -3.5% in favour of women.

Bonus Payments

The London Borough of Redbridge does not award bonuses and therefore will not be able to report a bonus gender pay gap figure.

Workforce Gender Composition by Earnings Quartile

As part of the regulations, organisations must also show the proportion of male and female full-pay relevant employees in four pay bands. When compared with the organisational profile the lower and lower middle quartile do not reflect the organisational profile which is 65% female and 35%.

Table 1: Mean Workforce Gender Distribution Within Quartiles

		Gender Distribution			Mean Hourly Value			
Mean	Quartile	Female	Male	Total	Female	Male	Difference	% Difference
	Lower	327	217	544	£16.47	£15.60	-£0.87	-5.56%
	Lower middle	366	178	544	£20.00	£19.48	-£0.52	-2.66%
	Upper middle	357	187	544	£23.64	£23.53	-£0.11	-0.46%
	Upper	361	184	545	£32.29	£34.67	£2.38	7.37%
	Total	1411	766	2177	£23.25	£23.02	-£0.23	-0.98%

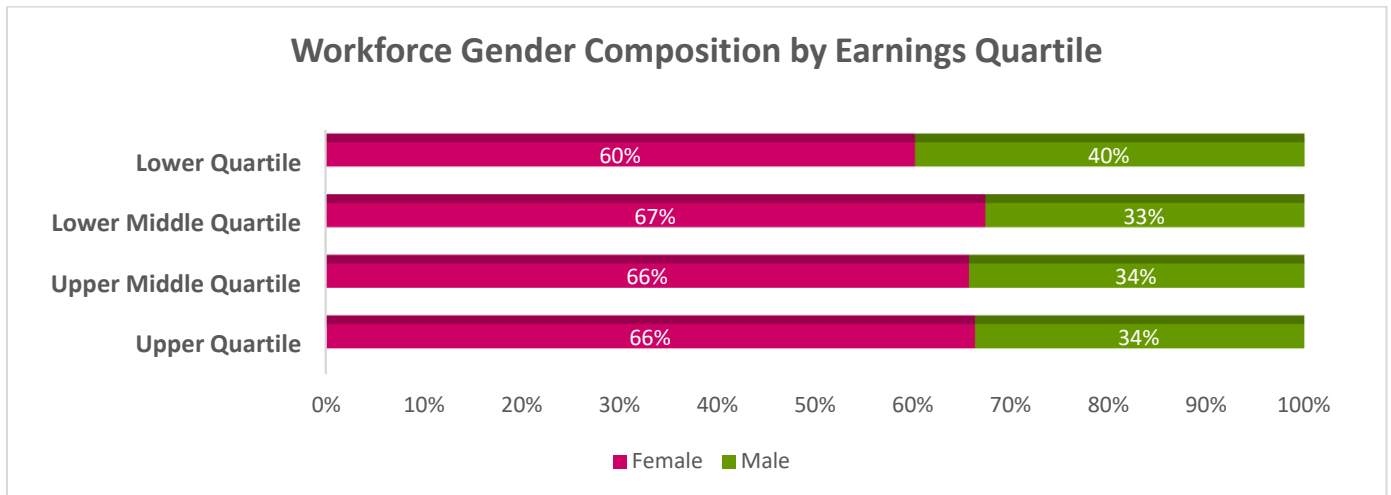
		Gender Distribution			Median Hourly Value			
Median	Quartile	Female	Male	Total	Female	Male	Difference	% Difference
	Lower	327	217	544	£16.32	£15.41	-£0.91	-5.88%
	Lower middle	366	178	544	£21.71	£19.21	-£2.50	-13.02%
	Upper middle	357	187	544	£23.62	£23.62	£0.00	0.00%
	Upper	361	184	545	£30.72	£31.83	£1.11	3.60%
	Total	1411	766	2177	£21.71	£21.71	£0.00	0.00%

In the mean Lower, Lower Middle, and Upper Middle quartiles women earn more than men (-5.56%, -2.66% and -0.46% respectively) however, this trend is reversed in the Upper quartile where men earn 7.37% more than women, on average an extra £2.38 per hour (Ref table 1). While the distribution of men and women in this quartile is close to the organisational profile (see Figure 3 and Table 1) the pay gap suggests men are more highly represented in highest paid roles in the council, this trend has increased since last year in which the pay gap was slighter lower at 5.86% when compared to this year.



The median data shows that in the Lower, Lower Middle, and Upper quartiles women earn more than men (-5.9%, -13.02% and 3.60% respectively). In the Upper middle quartile, female and male hourly rates are equal. (Ref table 1).

Figure 3: Workforce Gender Composition by Earnings Quartile



Equality Action Plan

The London Borough of Redbridge is committed to Equality, Diversity, and Inclusion (EDI) as an employer and service provider. It aims to create a representative organisation with a truly inclusive culture.

The current action EDI Action Plan was launched in July 2021. It was co-designed with staff through various engagement activities such as workshops, surveys, and consultations with the staff equality networks. The plan for this year is to develop an EDI strategy followed by a refresh of the EDI action plan to ensure that it supports the implementation of the EDI strategy.

Below are examples of actions that are being progressed or next steps for this year by the local authority to address inequalities in the organisation:

- Review the recruitment and selection process to ensure it is fair and transparent.
- To signpost recruiting managers to online guidance materials on how to conduct the interviews as part of the recruitment and selection process.
- A revised recruitment system is underway which will include improved sensitive data collection for current employees and those part of the onboarding process.
- All vacancies/secondments are always advertised internally before being advertised externally.
- Heavily utilised the Apprenticeship scheme, positive feedback from female apprentices has identified that the scheme has supported their career development and in some cases has resulted in successfully being promoted.



- eLearning Managers Diversity Toolkit (Guidance) is now available for all managers.
- Promotion of staff networks, which provide staff with an opportunity to influence corporate policy development and raise workplace issues and concerns.
- Learning and development opportunities available across the council.

Conclusion

Analysis of pay at LBR shows that the authority has bucked national trends by paying its female staff more than their male counterparts.

LBR has a positive mean average Gender Pay Gap of **-0.99%** in favour of females. The biggest positive mean pay gap for women is in the lower quartile (**-5.66%**) however the biggest negative mean pay gap is in the upper quartile where male staff are paid **7.37%** more than female counterparts.

The Government's prescribed Gender Pay Gap Reporting is a one size fits all solution that can be applied to both the private and public sectors. Roles within Government bodies are for the most part restricted to job families and rigid banding levels; therefore a worker's salary scale point will increase annually based on performance/ service, which is not reflected in said reporting.

The Gender Pay Group Reporting, whilst positive, has highlighted a traditional gender bias across senior levels, in which the gender pay gap favours men. Further investigation, analysis, and action will be carried out to address this issue.