

Gender Pay Gap Report at 31 March 2019

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Purpose

This report covers the requirements for the council to produce a gender pay gap report under the Gender Pay Gap Information Regulations 2017. All public sector organisations are required to publish their report no later than 30 March 2020. Alongside the report Lambeth publishes an action plan to identify the measures the council is taking to address the gap and a commentary.

This report for management board includes information for publication on Lambeth's website and additional information about the gap. This report also includes the ethnicity pay gap which has broadly remained the same from last year.

The "snapshot" date for the public sector is 31st March each year and this is the third report for the council at the snapshot date of 31 March 2019.

The gender pay gap has widened to 4.43% from 2.06% in 2019. Figures can be volatile as a few key changes can affect the overall figure. Driving this change is the council had:

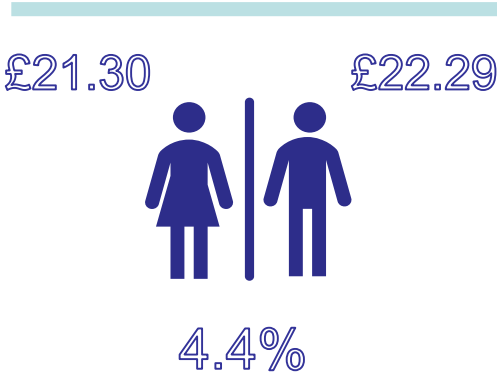
- A permanent Chief Executive on the snapshot date compared to the previous year
- A number of vacancies, particularly at senior levels that were previously occupied by female employees.
- More females than males taking unpaid leave.

Gender pay gap report 2018/19

- The difference between women’s pay and men’s pay as percentage of men’s pay mean 4.43% and median 4.99%, or women’s hourly pay is on average £0.99 less than men's.
- This is a widening of the gap from the 2017/18 mean hourly gap of £0.43 (2.06%) and median hourly gap of £0.14 (0.70%)

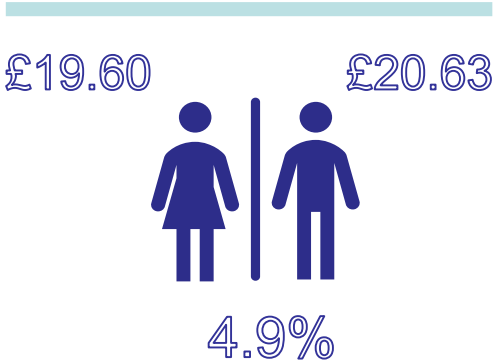
Mean hourly pay gap

£0.99



Median hourly pay gap

£1.03



Gender pay gap report

Gender Pay Gap Reporting - 2018/19							
Statutory part of template (data that must be provided under the Equalities Act)							
Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)			Gender pay gap - women's pay as a percentage of men's pay	Hourly rate of women	Hourly rate of men	Difference £
Mean hourly rate (Male hourly rate - Female hourly rate) / Male hourly rate x 100	4.43%			95.57%	£21.30	£22.29	£0.99
Median hourly rate (as above calc but for median hourly rates)	4.99%			95.01%	£19.60	£20.63	£1.03
Pay Quartile Information				Workforce composition			
Pay quartiles	Women	Men	Total	Women headcount	Men headcount	Total headcount	
Gender split in the upper quartile (paid above the 75th percentile point)	53.14%	46.86%	100%	296	261	557	
Gender split in the upper middle quartile (paid above the median and at or below the 75th percentile point)	60.50%	39.50%	100%	337	220	557	
Gender split in the lower middle quartile (paid above the 25th percentile point and at or below the median)	64.81%	35.19%	100%	361	196	557	
Gender split in the lower quartile (paid below the 25th percentile point)	61.58%	38.42%	100%	343	214	557	

Gender pay gap statement

Lambeth's gender pay gap rate of 4.4% is above the London Council's average of 3.5% in 2019, but lower than the 17.3% per cent reported for organisations from all sectors. Lambeth council remains committed to do more when it comes to bridging the divide, as set out in the action plan of the report.

The underlying reason is that while there are more women than men at all levels in the council, there are more women than men in the lower quartiles. Our workforce data also shows that more women take unpaid leave, maternity leave and other support leave. All of which contributes to the gap.

This year, there has been some movement in the gender pay gap as there was a permanent male Chief Executive in post at 31 March 2019. There were also a number of vacancies in senior level posts. Since the snapshot date, the Council has undertaken a series of recruitment campaigns and we expect the gap to narrow again to reflect these actions.

These figures have been published in line with gender pay reporting legislation which requires employers with 250 or more employees, to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Lambeth Council does not have a bonus scheme.

Gender pay gap action plan

Action Plan (published March 2018)	Update March 2020
<p>✓ Ensuring managers are aware of, and equipped to deal with, the risk of unconscious bias during recruitment decisions.</p>	<p>A programme of unconscious bias training is continuing, and the council is introducing mandatory diverse shortlisting and recruitment panels.</p>
<p>✓ Reviewing the recruitment process and consideration of an anonymised shortlisting process.</p>	<p>Anonymised shortlisting is now standard.</p>
<p>✓ Increasing awareness around apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to progress their career.</p>	<p>Internal apprenticeships are now offered in a range of areas to address skills gaps in the council. Over 50 new apprentices have been recruited and 21 existing roles have been converted into apprenticeships. The council is exploring further potential for entry level roles to be adapted to apprenticeship schemes.</p>
<p>✓ Promoting and monitoring take-up of flexible working arrangements by gender and level within the organisation.</p>	<p>Exceptions to flexible working to be monitored centrally to ensure fair and equal access for all staff.</p>

Gender pay gap action plan

Action Plan (published March 2018)	Update March 2020
<p>✓ Promoting career development and internal progression opportunities</p>	<p>A series of internal development programmes have been launched including for women and BAME staff targeted at various grades across the council.</p>
<p>✓ Promoting equality and diversity policy and commitments</p>	<p>A strategic Equalities Board to oversee implementation of the council's internal and external Equalities, Diversity and Inclusion agenda has been established.</p> <p>The internal EDI Steering committee, which was established in 2019 will have a revised terms of reference and review of resources to actively support the delivery of EDI plans and activities.</p> <p>A communications strategy is under development and led by the Director of Strategy and Communications.</p> <p>Staff Equalities forums continue to meet.</p>
<p>✓ Identifying any trends for the proportion of men and women who return to work after maternity, paternity, adoption or shared parental leave to resume substantive posts and those that continue in post a year after returning</p>	<p>Trends to be identified in the annual equalities monitoring report where applicable. This year has indicated a trend in women taking unpaid leave.</p>

Gender pay gap action plan

Action Plan (published March 2018)	Update March 2020
<p>✓ Monitoring exit interview data and identifying any trends to understand if one gender is leaving for common reasons compared to the other.</p>	<p>The exit survey is in place and work is underway to migrate this to sit within the Council's Oracle HR system to maximise the response rate. Data when available will be picked up in the annual equalities monitoring report.</p>
<p>✓ Developing a process to monitor starting pay both on recruitment and promotion for men and women to assess whether there are differences on starting pay as this can be one of the most common causes of the gender pay gap.</p>	<p>Trends to be identified in equalities monitoring reports where applicable.</p>
<p>✓ Continue to monitor the allocation of additional payments that are made at managers' discretion to ensure that this is not contributing to the gender pay gap or unequal pay and address any anomalies as appropriate.</p>	<p>Trends to be identified in equalities monitoring reports where applicable.</p>
<p>✓ Monitoring current pay systems and addressing any systematic issues so as to not cause any distortion of the data</p>	<p>We're continuing to review the data to check for any issues and ensure reporting is in line with current national guidance.</p>