

# Gender Pay Gap Reporting

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## Introduction

Gender pay reporting legislation 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.

The purpose of this reporting is to achieve greater gender equality across the UK and increase pay transparency.

Public sector organisations are required to publish information about gender pay gaps by 30 March 2018. This information is based on a snapshot date of pay on 31 March 2017. This data does not include schools staff, who are required to report their own gender pay gap if they employ over 250 staff.

The gender pay gap is the difference between the average earnings of men and women (excluding overtime), expressed relative to men's earnings.

As part of the reporting process, employers are required to publish:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap\*
- median bonus gender pay gap\*
- proportion of males and females receiving a bonus payment\*
- proportion of males and females in each pay quartile

### Mean

The difference between the average of men's and women's pay

### Median

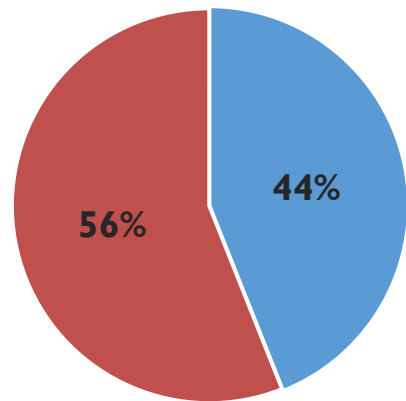
The difference between the midpoints in the ranges of men's and women's pay

**\*Bonus Data:** At The Royal Borough of Greenwich, we do not award bonuses and therefore will not be able to report a bonus gender pay gap figure.

Appendix A provides an overview of these figures.

## Our Workforce

At the Royal Borough of Greenwich (RBG), our workforce is 56% female and 44% male.



## Gender Pay Gap

In RBG on average women are paid more than their male counterparts. In contrast to the median national pay gap at 9.1%, we therefore have a *negative* gender pay gap:

- The mean gender pay gap for RBG is -5.0%.
- The median gender pay gap for RBG is -7.2%.

■ Women ■ Men

**MEAN:  
WOMEN EARN  
5% HIGHER**



**£17.97**



**£17.07**

**MEDIAN:  
WOMEN EARN  
7% HIGHER**



**£17.27**



**£16.02**

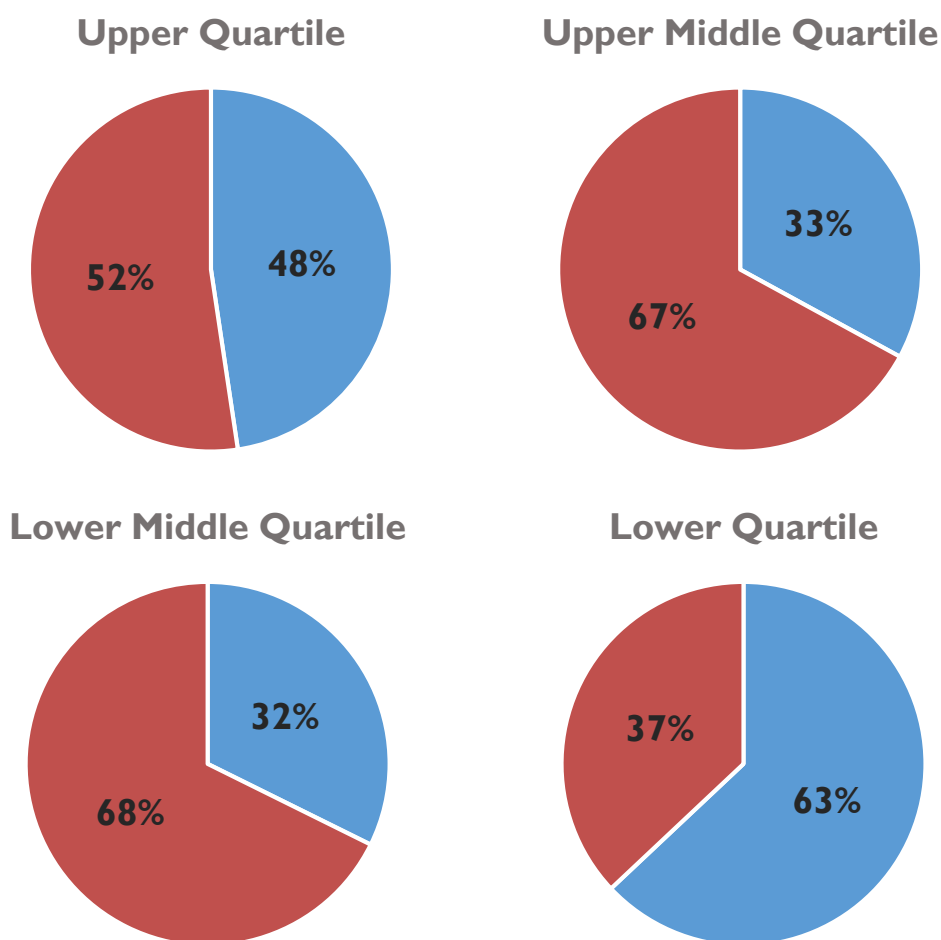
**National Average:**  
Men are paid 9.1% *more* than women<sup>1</sup>

<sup>1</sup> Office for National Statistics (2017) 'Annual Survey of Hours and Earnings'

## Proportion of males and females in each pay quartile

As part of the regulations, organisations must also show the proportion of male and female full-pay relevant employees in four pay bands. To do this, we rank out employees from highest to lowest paid and divide into 4 equal parts ('quartiles') and work out the percentage of men and women in each of the 4 parts.

■ Women ■ Men



Dividing employees into quartiles based on their hourly pay, women are strongly overrepresented in the middle two quartiles, where they account for over two-thirds of employees. In contrast, men are strongly overrepresented in the lower quartile, due to a large Waste and Street Services/Caretaking department, which is predominantly male. Women are also very slightly under-represented in the upper quartile accounting for 52%, which is slightly below their 56% share of the overall workforce.

## **Equal Pay Vs Gender Pay Gap**

Within the Council we use factor-based job evaluation schemes to evaluate roles, ensuring that jobs of equal value are paid equally.

Under the law, men and women must receive equal pay for the same or broadly similar work; work rated as equivalent under a job evaluation scheme; or work of equal value.

RBG uses a factor-based job evaluation scheme to evaluate roles, ensuring that jobs of equal value are paid equally, regardless of their sex or any other protected characteristic (such as ethnicity, disability etc.)

As such, we are confident that our negative gender pay gap does not stem from paying men and women differently for the same or equivalent work. The small difference in average pay is the result of the different types of roles and professions that men and women undertake within the Council and the salaries that these job roles attract.

**Royal Borough of Greenwich**

**March 2018**



## Appendix A:

### Gender Pay Gap Reporting: Royal Borough of Greenwich

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 hrly rate - Female hrly rate) / Male hrly rate x 100	-5.0%			105.0%	£17.97	£17.07	-£0.90
Median hourly rate (as above calc but for median hourly rates)	-7.2%			107.2%	£17.27	£16.02	-£1.24
Pay Quartile Information				Workforce composition			
Pay quartiles	Women	Men	Total	Women headcount	Men headcount	Total headcount	
Proportion of women and men in the <b>upper quartile</b> (paid above the 75th percentile point)	52%	48%	100%	498	453	951	
Proportion of women and men in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	67%	33%	100%	637	313	950	
Proportion of women and men in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	68%	32%	100%	643	307	950	
Proportion of women and men in the <b>lower quartile</b> (paid below the 25th percentile point)	37%	63%	100%	352	599	951	