

Gender pay gap report at 31 March 2020

March 2021

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required to publish their report no later than 30 March annually (although the current reporting requirements has been rescinded by the Government due to the C-19 pandemic we recommend in the interests of open governance we continue to publish Lambeth's gender pay gap).



Gender pay gap statement

Lambeth's gender pay gap rate was 2.7% in 2020 is down from 4.4% in 2019, lower than the 15.5% reported for organisations from all UK sectors. Lambeth council remains committed to reduce the gender pay gap with several measures implemented and monitored regularly as set out in our action plan. Some of the measures implemented will not have an immediate effect, this will reflect over a period.

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 number of vacancies at senior levels filled by female employees.
- Development programmes are in place for lower paid mostly female staff to progress to senior roles

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 report 2019/20

- 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)		
Mean hourly rate (Male hourly rate - Female hourly rate) / Male hourly rate x 100	2.7%		
Median hourly rate (as above calc but for median hourly rates)	3.8%		
Pay Quartile			
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	54%	46%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	61%	39%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	65%	35%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	59%	41%	100%

Gender pay gap - women's pay as a percentage of men's pay	Hourly rate of women	Hourly rate of men	Difference £
97.3%	£22.36	£22.99	£0.62
96.2%	£20.24	£21.03	£0.79
Workforce composition			
Women headcount	Men headcount	Total headcount	
326	279	605	
368	237	605	
394	210	604	
354	250	604	

Gender pay gap action plan

Action Plan (published March 2018)	Update March 2021
<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 already have a diverse shortlisting and recruitment panels in place.</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. 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. This been monitored in our annual equality workforce report.</p>

Gender pay gap action plan

Action Plan (published March 2018)	Update March 2021
<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. Evidence of promotion and internal progression are picked up in our annual workforce report.</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 group, has a revised terms of reference and actively support the delivery of EDI plans and activities.</p> <p>A communications strategy is in place 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 more women took up unpaid leave.</p>

Gender pay gap action plan

Action Plan (published March 2018)	Update March 2021
<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. This has been implemented in March 2021. 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 are identified in annual equalities monitoring reports where applicable. To date, we have found no evidence of men starting salary higher than women but we continue analysing the data.</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 are 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>