

Gender pay gap report 2020-21

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.



Gender Pay Gap Summary

This is our annual gender pay gap report for the snapshot date of 31 March 2021.

Note - the Gender Pay Gap Regulations require public sector organisations to publish the pay gap from the preceding year. This report provides additional internal information beyond the formal statutory publication report.

- The mean gender pay gap is 1.3%, a 1.4% decrease from 2020. The decrease is due to the increase in headcount, more casual workers were paid this period compared with 2020, and more staff were on full pay.
- The median gender pay gap is 2.6%, a 1.2% decrease from 2020.
- Dividing our workforce into four equal-sized pay groups, based on hourly pay rate, shows that women are well-represented in all the pay quartiles. However, we have more men in the highest paid grades compared with the Council workforce profile of 60% female and 40% male.
- Our gender pay gap is caused by a higher number of women working in lower grades.
- 77.6% of our workforce are women in lower grades, PO4 and below, a 4% decrease from 2020.
 - Grades where there is a gender pay gap include: SD, HAY1, SMG2, PO9, PO8, PO7, PO5, PO2, PO1 and SO2.
 - All our directorates shows a pay gap for women, except Resident Services and Strategy & Comms.
 - Evidence shows 80% of our women take unpaid leave, maternity leave and sickness leave when compared with 20% of men, which adds to the Council's gender pay gap.

Gender Pay Gap Actions

- What are we doing to address our gender pay gap? We are completing further analysis of:
 - The number of men and women recruited and promoted into senior roles.
 - The number of men and women leaving the organisation.
 - The number of men and women working flexibly and their level within the organisation.
 - The number of men and women in each role and the pay grade.
- The newly appointed Head of Workforce EDI will be completing a detailed analysis tracking cause and effect relationships between actions taken by the Council and the impact on equality and diversity data and trends to inform a renewed action plan . A supporting communications plan will also be developed, in particular to address issue of under reporting where staff are not confident to share their protected characteristic data. The action will drive forward the Council's key EDI improvements.

Gender pay for mean, median and pay quartile

Our mean gender pay gap is down by 1.4% from 2020. Our median gender pay gap is down by 1.2% from 2020.

- 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 pay gap

1.3% ↓ 1.4%

£0.31



£22.90



£23.21

Median pay gap

2.6% ↓ 1.2%

£0.56



£21.05



£21.61



Lambeth

In each pay quartile, there are more women than men. There are more men in the highest-paid and the lowest paid-quartiles. There is a high representation of women in the lower-middle quartile at 66%

Top quarter (highest paid)



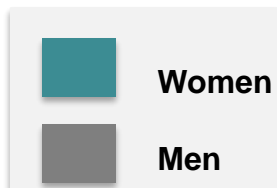
Upper middle quarter



Lower middle quarter



Lower quarter (lowest paid)



- Women in the top quarter, a 2% increase from 2020
- Women in the lower quarter, a 5% decrease from 2020

Gender pay gap action plan

Gender pay gap action plan update

Action Plan (published March 2018)	Update March 2021
✓ Ensuring managers are aware of, and equipped to deal with, the risk of unconscious bias during recruitment decisions.	A new suite of EDI training is being rolled out and the council has diverse shortlisting and recruitment panels in place.
✓ Reviewing the recruitment process and consideration of an anonymised shortlisting process.	Anonymised shortlisting is now standard.
✓ Increasing awareness around apprenticeship schemes to encourage more employees to improve their skills and experience giving them the opportunity to progress their career.	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.
✓ Promoting and monitoring take-up of flexible working arrangements by gender and level within the organisation.	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.

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 Black, Asian, & multi ethnic 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 supports the delivery of EDI plans and activities.</p> <p>An EDI communications and engagement strategy is in place and led by the Director of Strategy and Communications.</p> <p>Staff Equalities forums continue to influence the strategic direction of EDI improvement.</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 at 80%.</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 interview has been implemented in March 2021 and will be monitored as an ongoing concern. 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. We continue analysing the data and providing evidence of starting pay.</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>