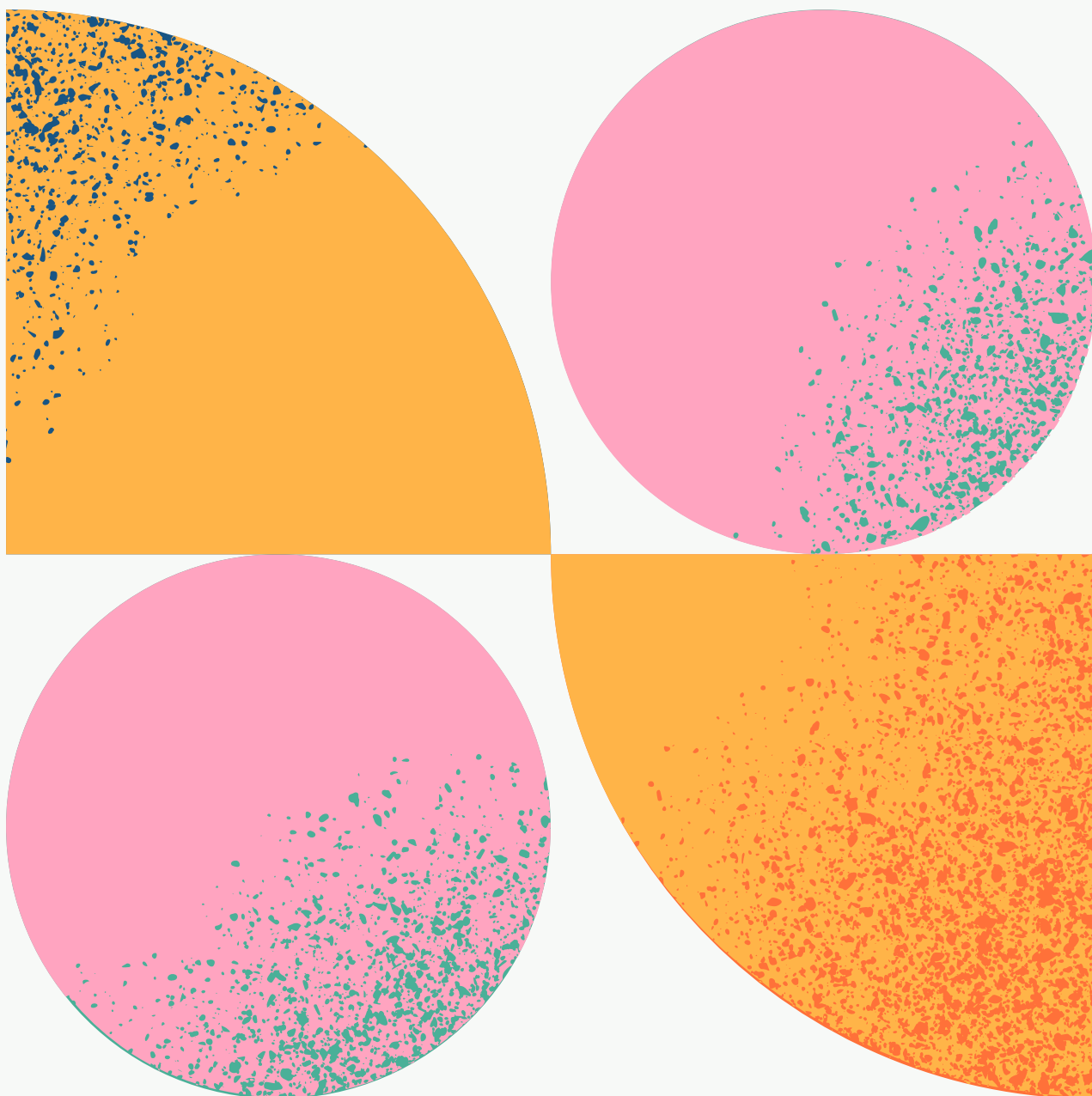

Gender and Ethnicity Pay Gap Report



Introduction

London Borough of Waltham Forest
Gender and Ethnicity Pay Gap Report
Published 29 March 2024

Mission Waltham Forest sets out the Council's plan for a more equal borough by 2030. As part of our commitment to driving equality, diversity and inclusion in the borough, the Council has volunteered to report its ethnicity pay gap annually in addition to the publication of gender pay gap figures mandated by the government in 2017.

This is to maintain full accountability and transparency in our mission to reduce both pay gaps and ensure that our workforce is one that reflects the communities we serve.

Background to Gender Pay Gap Reporting

The government introduced legislation making it a statutory requirement for all organisations with 250 or more employees to report annually on their gender pay gap.

This report must set out:

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

The gender pay gap is different to equal pay, as the following definitions explain:

- gender pay gap: the difference between the average pay of men and the average pay of women, irrespective of the job they do
- equal pay: the principle that men and women doing the same jobs, or similar jobs of equal value, should receive the same pay

The council has robust arrangements in place to ensure it provides equal pay, including an independent and well-established job evaluation process and the council supports the fair treatment and reward of all its employees, irrespective of their gender.



Gender Pay Gap

London Borough of Waltham Forest
2024

London Borough of Waltham Forest gender pay gap: Hourly Pay

On 31 March 2023, women's hourly pay was:

- 9.06% lower than men's hourly pay (median)

✦ 0.23 percentage point lower than March 2022

- 11.96% lower than men's hourly pay (mean)

✦ 1.63 percentage point lower than March 2022

Therefore, the Council's Gender Pay Gap has **reduced**.

London Borough of Waltham Forest gender pay gap: Bonus Pay

The council makes one payment that meets the definition of a bonus: any employee who reaches 25 years of service receives £300 in gift vouchers as a 'thank you' for their loyalty service.

In the 12 months up to 31 March 2022:

- 0.0 % of men received a bonus
- 0.0% of women received a bonus

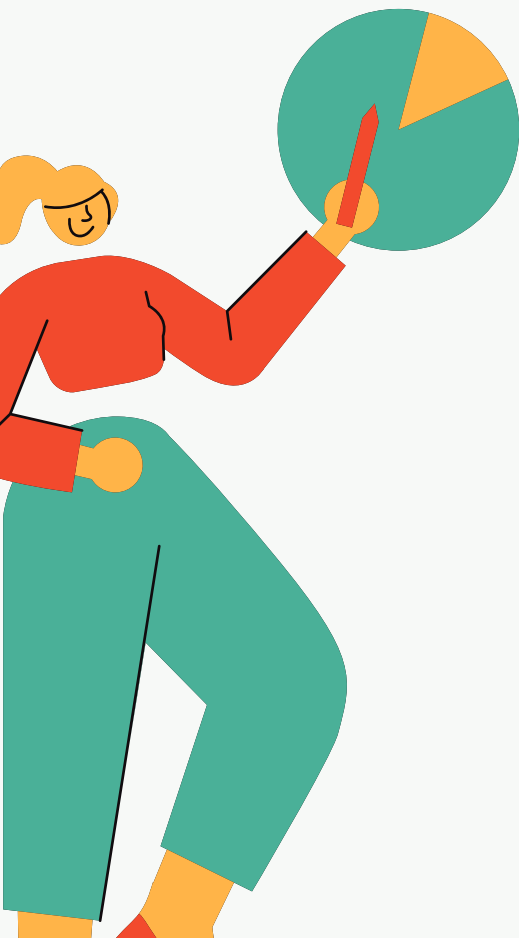
Bonuses paid to women were:

- 0.0% higher than bonuses paid to men (mean average)
- 0.0% lower than bonuses paid to men (median average)

London Borough of Waltham Forest Pay quartiles

The table below sets out the percentage of men and women in each quarter of the council's payroll on 31 March 2023 along with the % difference / change since last year's Gender Pay Report:

Quartiles	Men	Women	Difference
Lower Quartile	26.8%	73.2%	-1.0%
Lower Middle Quartile	28.5%	71.5%	-0.1%
Upper Middle Quartile	32.3%	67.7%	3.2%
Upper Quartile	43.2%	56.8%	-0.8%



Why do we have a Gender Pay Gap?

We have explored the reasoning for the Council's Gender Pay gap so that we can tackle and reduce the gap while also supporting and improving the working lives and opportunities of women within our workforce. The key findings from the research are outlined below:

- Our lowest paid jobs are more likely to be occupied by women.

This is due in part to the fact that **low-paid roles with a high proportion of women, such as schools catering and care, are delivered in house**; whereas traditionally many lower paid roles with a high proportion of men, such as refuse and street cleaning, have been outsourced. The high concentration of women in these low paid roles (catering and care) accounts for nearly half of our gender pay gap.

- On average, women join the council at lower salaries than men and experience slower pay progression over the course of their career.



It is important to note that our pay policy is gender neutral and our job evaluation process ensures that men and women in equivalent roles receive the same pay.



Ethnicity Pay Gap

It is not a statutory requirement for organisations to report annually on their ethnicity pay gap, however the Council published both its gap and strategic plan to tackle this in 2021.

As part of a sustained effort to building an inclusive workplace, where our workforce reflects the communities we serve at all levels, we have continued to monitor the gap and commit to publishing this annually hence forth.

London Borough of Waltham Forest Ethnicity pay gap: Hourly Pay

On 31 March 2023, the hourly pay of ethnically diverse staff was:

- 11.05% lower (median) than white colleagues

✦ 0.62 percentage point lower than March 2022

- 16.69% lower (mean) than white colleagues

✦ 0.47 percentage point lower than March 2022

Therefore, the Council's Ethnicity Pay Gap has **reduced from the previous year.**



London Borough of Waltham Forest Pay quartiles

The table below sets out the percentage of white and ethnically diverse staff in each quartile of the council's payroll on 31 March 2023.

Quartiles	White	Ethnically Diverse	Undisclosed
Lower Quartile	26.2%	60.3%	13.5%
Lower Middle Quartile	30.9%	59.0%	10.01%
Upper Middle Quartile	36.7%	56.1%	7.2%
Upper Quartile	53.4%	36.6%	10%

Why do we have an Ethnicity Pay Gap?

We have explored the reasoning for the Council's Ethnicity Pay gap so that we can tackle and reduce the gap while also supporting and improving the working lives and opportunities of ethnically diverse staff within our workforce. The key finding from this research is that although 59% of our workforce identify as ethnically diverse, our highest paid jobs are more likely to be occupied by white staff.

The council is fully committed to reducing its gender and ethnicity pay gap and improving outcomes for women and ethnically diverse staff.

The Equalities Board, established in 2023, (chaired by the Deputy Chief Executive, with senior representation from all directorates and staff network chairs) co-designed an Inclusion Action Plan that sets out a roadmap to narrowing the gaps (report included in appendix).

The Inclusion Action Plan will be implemented as part of the Council's Culture and Workforce Transformation programme. Backed by a robust evidence base, the plan is set out to address Inclusive Leadership and Recruitment, Talent Development, Culture and Behaviours, Policies and Pay Gap's with the aim of attracting and retaining the very best diverse talent.

Alongside this evolving plan we have undertaken an extensive range of positive measures and actions to support us in narrowing our gender and ethnicity pay gap. These are as follows:



01

Training and Development

Equality, Diversity and Inclusion training offer:

- Mandatory e-learning courses on Unconscious Bias and Equality and Diversity which must be completed by all staff and managers.
- [‘Be Proudly You’ Diversity and Inclusion eLearning course](#) covering Presumptions and Assumptions; Privilege, and Allyship, (delivered to circa 2000 employees). This is mandatory for all new starters.

02

Inclusive Leadership

- In 2023 we launched an Inclusive Mentoring programme. Through pairing mentors with protected characteristics, (this includes ethnically diverse staff) with mentees in senior management, they can share perspectives, learn from each other, and work towards a more inclusive workplace that reflects the diverse community we serve.
- Mandatory sessions that focus on inclusive leadership behaviours, have been developed in response to the Council's Staff Survey responses from employee's that identify as female or ethnically diverse. Content covers practical information and guidance relating to the Equalities Act but includes thinking around how leaders can cultivate allyship to support a diverse workforce.

03

Recruitment

- Equalities data has been collated and analysed by the Business Intelligence and EDI teams. Insights have informed the creation of directorate specific profiles, which include the breakdown of directorate gender pay gaps and insights relating to the makeup of leadership teams by gender and race. Profiles will be used to identify training requirements relevant to the directorate cohort and targeted service plans that seek to support and embed inclusive recruitment. This is with a view to address any equality deficits / requirements.
- Staff Survey insights have informed the development of inclusive recruitment training package for all managers. We have also sought recommendations to enhance our existing policies and processes This approach will support the Council's ambition to implement an equitable recruitment journey for internal and external diverse applicants.
- Internal recruitment first for all roles up and including SO2 along with the supportive actions within the Workforce Positive Action Policy.

04

Networking, Family Friendly and Health and Well-being Development

- The Council's Women's Network continues to deliver a robust programme of events, (including observation of calendar dates such as International Women's Day) and awareness sessions on topics such as fertility, menopause, wellbeing, and breast cancer awareness.
- Launch of 'Stand by Her' training for male staff to support allyship in the workplace by empowering learners to address misogyny and harmful behaviour.
- Launch of a Menopause policy. This policy is intended to raise awareness of menopause and provide information and support for all employees, whether affected directly or indirectly.

05

Flexible Working

- We actively promote agile and flexible working.

Our goal is to ensure that all women and ethnically diverse staff employed by the council are well supported within the workplace and have the best possible opportunity to progress and achieve their ambitions to their full potential.

Next Steps

London Borough of Waltham Forest
2024

To support our ongoing efforts to narrow the gender and ethnicity pay gaps we will deliver the Council's Culture and Transformation programme as part of Mission Waltham Forest.

Declaration

Our gender and ethnicity pay gap calculations follow the legislative requirements set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. All employees who were deemed to be full paid relevant employees as at, 31 March 2023 have been included in our calculations.



Appendix
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**Waltham Forest
Inclusion Action
Plan**