

Pay Gap Report 2024

Pay Gap Data at March 2024: Foreword

Our commitment to tackling inequality and promoting an inclusive workplace is reflected in both our Fairer Enfield Policy and Workforce Strategy. Delivering equality in the workplace is key in enabling us to continue to deliver high quality services and value for local people.

Enfield Council has consistently published its gender pay gap, since the legislation came into effect in April 2017. Enfield has a long custom of promoting equality, and we are proud to be one of the most diverse boroughs in London. The gender pay gap is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs or similar jobs or work of equal value. Where there are any gaps, these are in relation to the distribution of men and women within the organisation.

Our recent analysis has yielded promising results, indicating that our gender pay gap is better than that of many other public sector organisations. This achievement is a testament to our ongoing efforts to promote equality and ensure fair treatment for all our employees.

While we are not required to publish our ethnicity and disability pay gap, the Council is dedicated to identifying and addressing any inequalities. We believe sharing these reports is an essential tool in achieving this goal and will aid us in fostering a diverse and inclusive culture.

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Pay Gap Data at March 2024: Foreword

Moving forward, we will take account of the findings as we further develop our pay and reward systems, our approach to recruitment, our culture, and the development of our staff.

As we progress, we will incorporate the findings into the ongoing enhancement of our compensation and reward systems, recruitment strategies, organisational culture, and staff development initiatives.

Thank you to the senior management team and officers for their ongoing commitment to equality, and to everyone involved in delivering this piece of work.

A handwritten signature in blue ink that reads "G. Needs." The signature is written in a cursive style with a period at the end.

Cllr Gina Needs
Cabinet Member for Community Safety and Cohesion

Actions taken to reduce pay gaps so far

- 'Blind' recruitment
- Staff network groups supporting staff from ethnic minority backgrounds, those with a disability and female colleagues
- EDI-related training
- Career Returners Scheme – for example, enabling the return of females to the workplace following an extensive career break
- Black on Board - development programme for ethnic minority staff
- Making Council jobs attractive by paying London Living Wage
- Published Fairer Enfield making clear the Council's commitment to potential job applicants
- Threshold Career Development Workshops
- Improvements to a range of approaches including: Maternity Leave Principles, flexible working arrangements and phased returns to work (following return from long term absence)
- New policies/guidance including: Smart Working Policy, Menopause Guidance, DV and Abuse Policy
- Disability Support – for example, advice and guidance for staff with a disability and those who manage them (e.g. access to professional development interventions that caters for the needs of colleagues with a disability)
- Refreshed recruitment and selection policy, ensuring we have gender and ethnically diverse interview panels
- Updated recruitment and selection training that covers aspects of EDI throughout the recruitment process
- Signing up to Ban the Box and adapting our process to support ex offenders into employment.

Background

Since 2017, employers with 250 staff or more have been legally obliged to collect and submit Gender Pay Gap data to central government. The effective date for the pay gap measures falls in March each year. The results are published around one year after the period in question.

In addition to providing data by gender, we also provide mean and median pay gap data in relation to the following:

- Ethnicity
- Disabled staff and non-disabled staff



Pay Gap Data: Headline findings

Gender:

- Mean average pay: Women are paid 3% more than men
- Median average pay: Women are paid 6% more than men

Ethnicity:

- Mean average pay: Employees of White ethnicity are paid 7% more than employees of the combined Non White group
- Median average pay: White and Non White employees are paid the same on average.

[NB: the ethnicity of 8% of staff is unknown, and this group is the lowest paid]

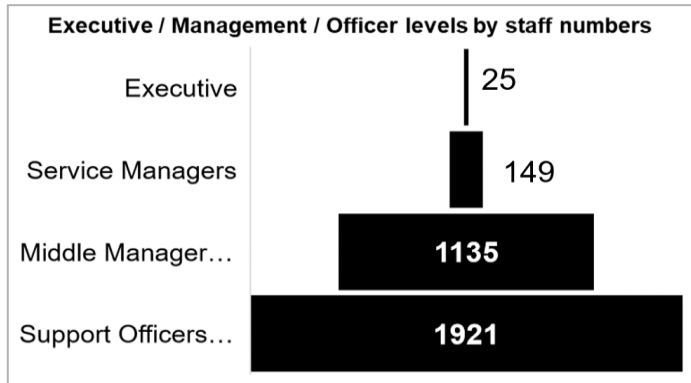
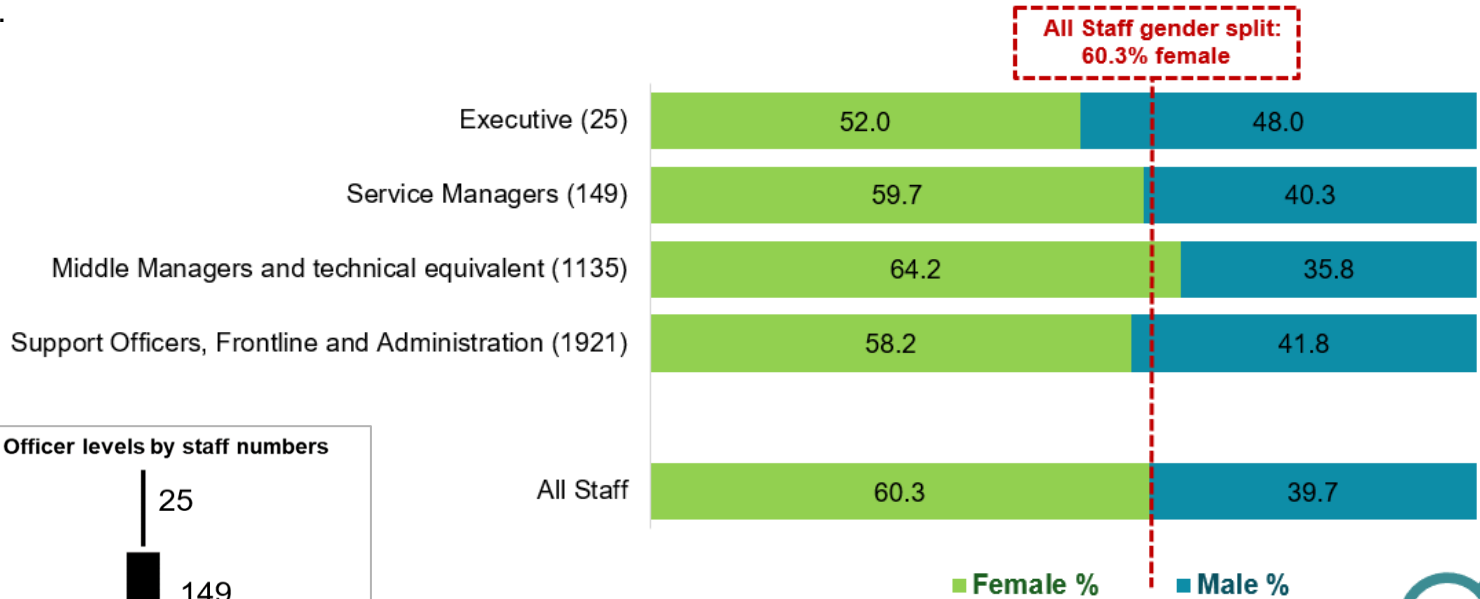
Disability:

- Mean average pay: Disabled employees earn 3% more on average than non-disabled colleagues
- Median average pay: Disabled employees earn 4% more

[NB: the disability status of 6.5% of staff is unknown, and this group is the lowest paid]

The Council Workforce 2024: Gender split by seniority

As at 31st March, 60.3% of all eligible Council staff were female. Female employees are found at slightly higher levels of representation in the Middle Management roles (PO1 to MM2 grades), and slightly lower levels in all the other officer / management groups.



For context, the chart (left) shows overall staff numbers in each tier of management and officer levels. Support, frontline and administrative staff make up 59% of all eligible LBE staff as of March 2024.



Gender Pay Gap: Mean hourly pay gap

Calculation:

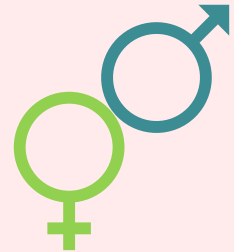
- Find the mean average hourly rate for both male and female employees, by
 - Dividing the sum of all male hourly rates by the number of male employees, and
 - Dividing the sum of all female hourly rates by the number of female employees
- Subtracting the mean female hourly rate from the mean male hourly rate, and then dividing the result by the mean male hourly rate.

This gives us the percentage Gender Pay Gap. If the figure is positive, men are paid more on average, while a negative figure shows a discrepancy in favour of women. A figure of 0% means there is no difference.

Mean Female hourly rate:
£22.39

Mean Male hourly rate:
£21.77

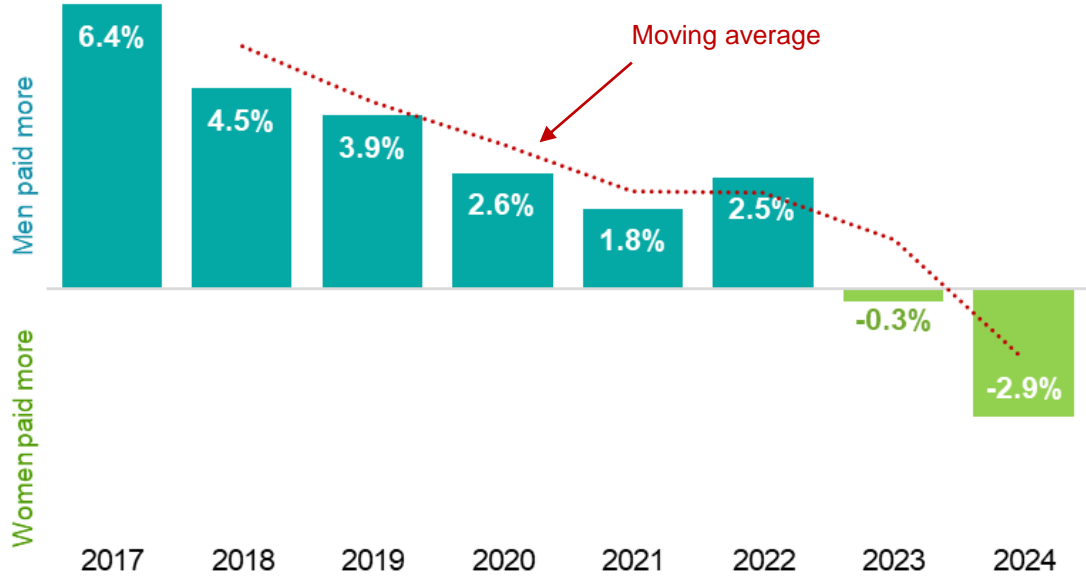
Difference = -£0.62p



Mean Pay Gap = -2.9%

Gender Pay Gap: Mean hourly pay gap - timeline

Gender: Mean hourly pay gap 2017 to 2024



In 2017, when Gender Pay Gap data was first collected, the mean pay gap was 6.4% in favour of male employees

Since then, it has reduced year on year (with the exception of 2021/22) and moved in favour of female employees.

In 2023 and 2024, women were paid more than their male counterparts on this measure.

NB The mean average value (unlike the median) can be distorted by a small number of very high earners.



Gender Pay Gap: Median hourly pay gap

Calculation:

The median is the middle value in a dataset.

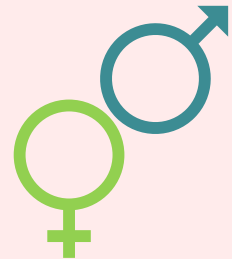
- We find the median values by separating the male and female employees into two lists, each placed in order of hourly pay rate from low to high. The mid-point of each list gives us the median value for each gender group.
- Subtract the median hourly pay for females from the median hourly pay for males, and divide the result by the median rate for males.

This gives us the percentage pay gap. A positive figure indicates higher median pay for males, a negative score will mean higher pay for females. A figure of 0% means there is no difference.

Median Female hourly rate:
£20.44

Median Male hourly rate:
£19.20

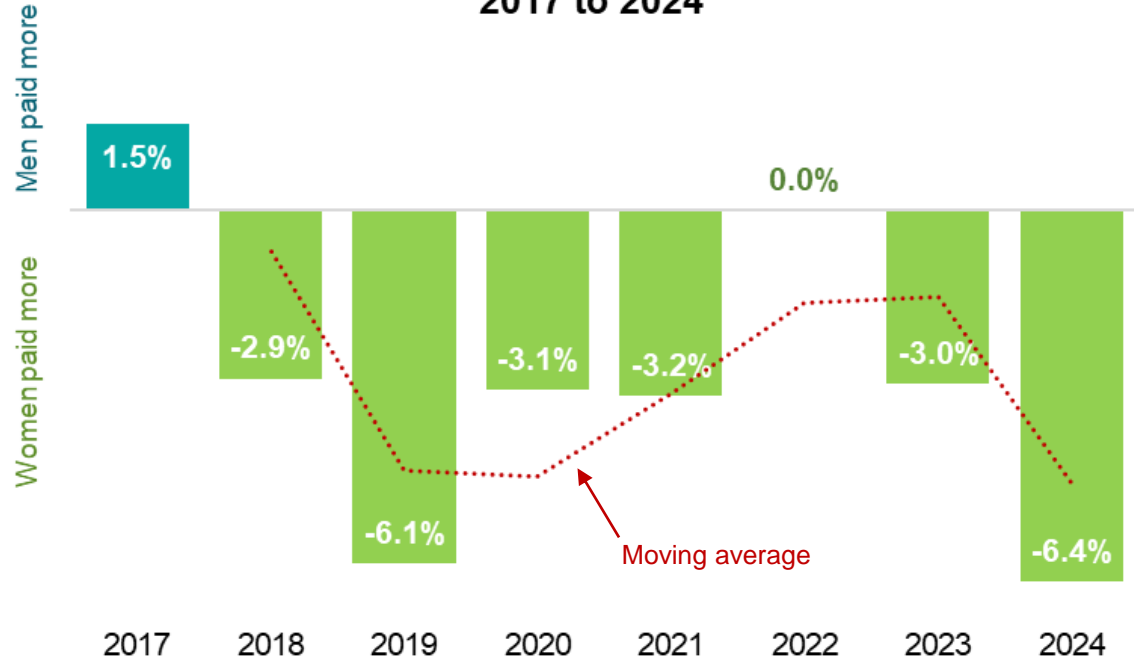
Difference = -£1.24



Median Pay Gap = -6.4%

Gender Pay Gap: Median hourly pay gap- timeline

Gender: Median hourly pay gap
2017 to 2024



In 2017, when Gender Pay Gap data was first collected, the median pay gap was 1.5% in favour of male employees

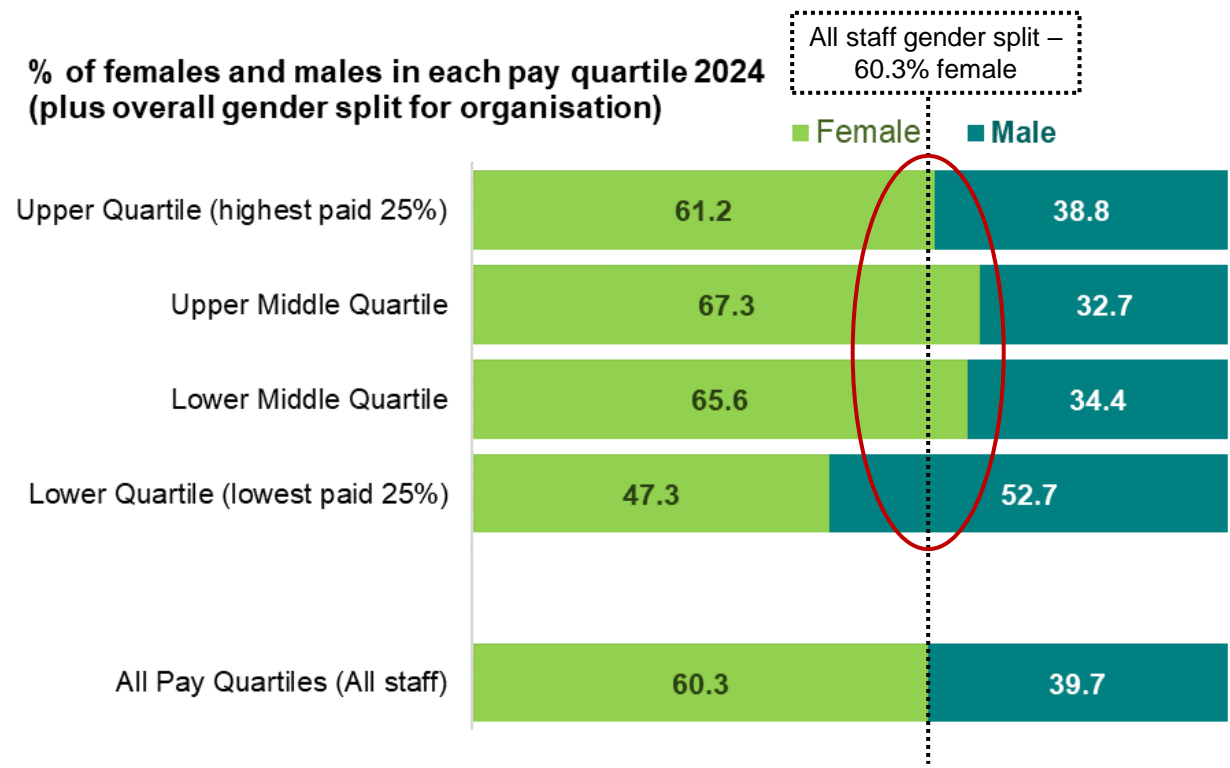
Since then, with the exception of 2022, it has been a negative figure every year, indicating higher average pay for women.

The 2024 pay gap of 6.4% is the highest gap in favour of women recorded at the Council to date.



Gender Pay Gap: Pay Quartiles

% of females and males in each pay quartile 2024 (plus overall gender split for organisation)



To calculate Pay Quartiles:
The hourly rates of all staff are listed in order of value, and then divided into four equal parts, or quartiles.

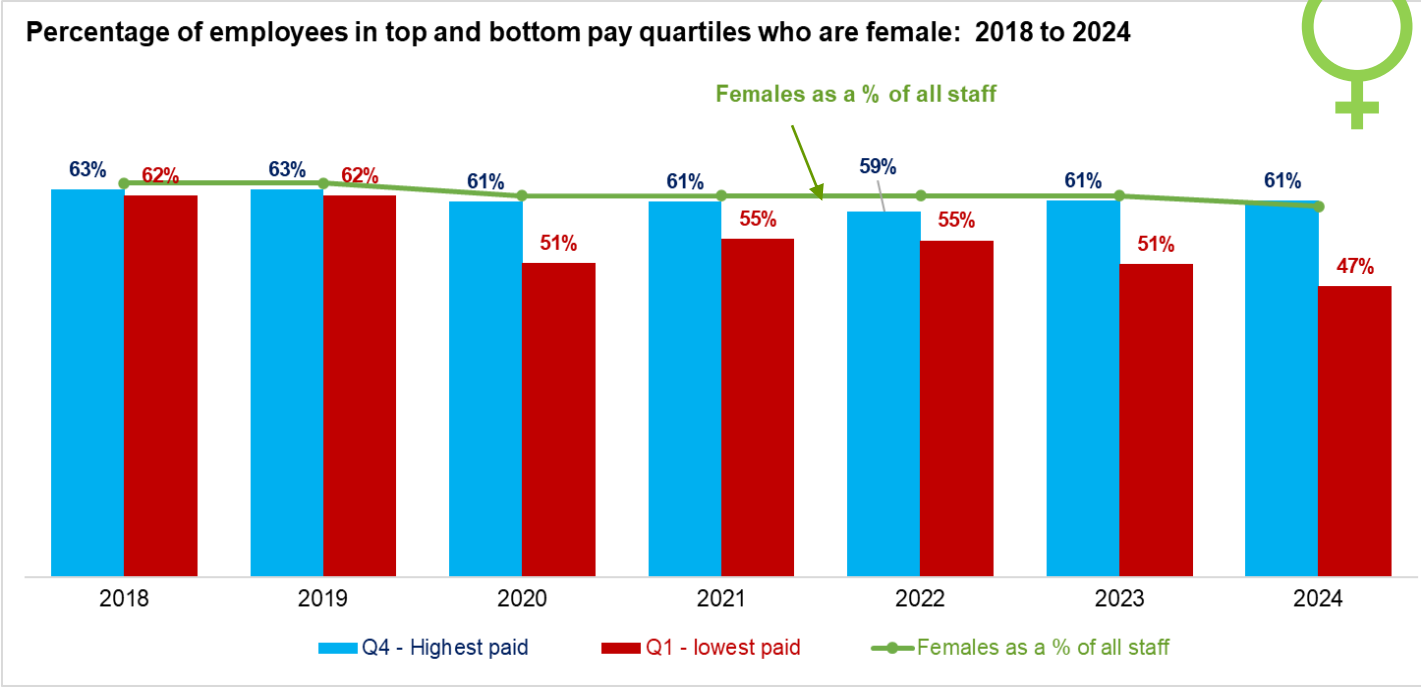
The percentage of male and female staff in each quartile has been calculated and is illustrated (left).

Female staff make up 60.3% of all eligible employees at Enfield Council, but make up a greater proportion of staff in all pay quartiles, apart from the lowest paid 25% of staff: the only quartile in which men outnumber women.

NB Each pay quartile contains just over 800 staff.



Gender Pay Gap: Female Pay Quartiles - timeline



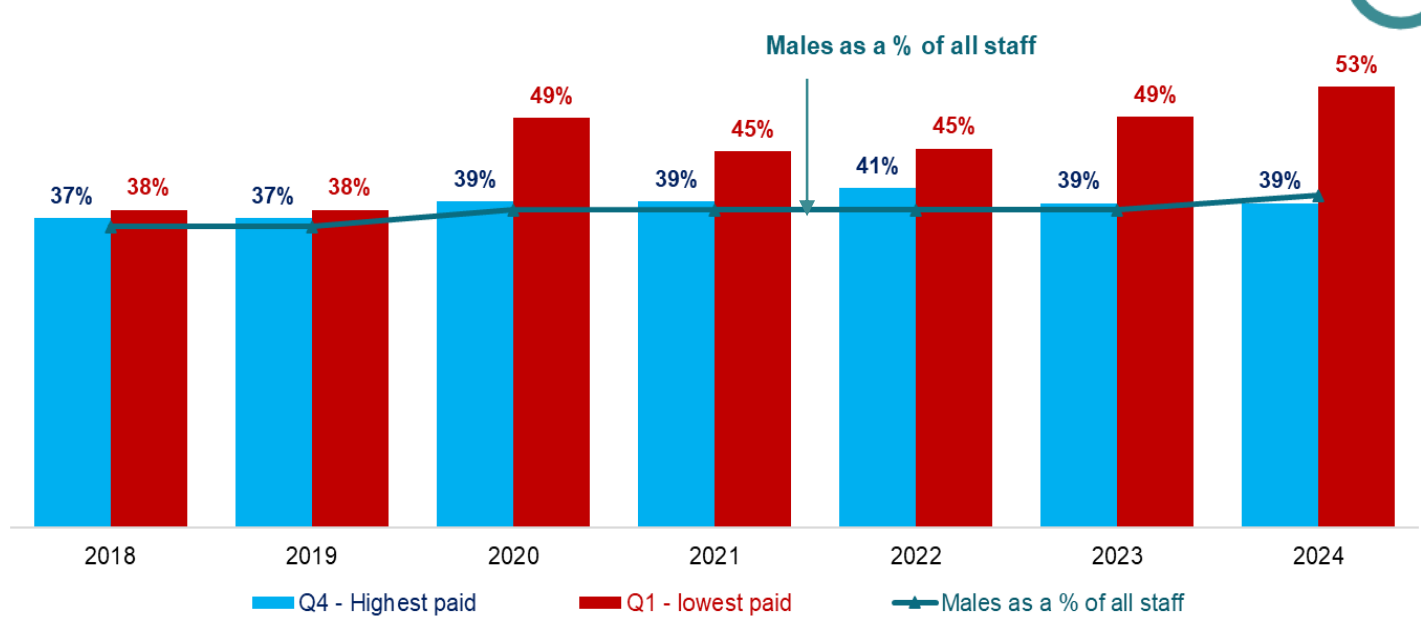
The percentages of staff in the top and bottom pay quartiles who are female, from 2018 to 2024 are shown (left).

Female staff have historically made up over 60% of all top earners (Q4) – apart from in 2022. The representation of women in this top group was, however, below their representation in the organisation as a whole, until 2024.

Since 2018, the proportions of women in the bottom-earning quartile (Q1) has fallen from 62% to below 50%. Women tend to be more concentrated in the middle earning quartiles.

Gender Pay Gap: Male Pay Quartiles - timeline

Percentage of employees in top and bottom pay quartiles who are male: 2018 to 2024



The percentages of staff in the top and bottom pay quartiles who are male, from 2018 to 2024 are shown (left).

In contrast with female staff, male employees tend to be more concentrated in the top and bottom quartiles.

Male staff have been consistently well represented in the top pay quartile – until 2024, when the percentage of men in this group fell slightly below their representation in the workforce as a whole.

Since 2018, the percentage of men in the bottom pay quartile has always been higher than their representation in LBE in general. This percentage has increased quite dramatically since 2019.

Ethnicity Pay Gap: Mean hourly pay gap

Calculation:

- Find the mean average hourly rate for both White and Non White employees, by
 - Dividing the sum of all White staff hourly rates by the number of White employees, and
 - Dividing the sum of all Non White staff hourly rates by the number of Non White employees
- Subtracting the mean Non White hourly rate from the mean White hourly rate, and then dividing the result by the mean White hourly rate.

This gives us the percentage Ethnicity Pay Gap. If the figure is positive, White staff are paid more on average, while a negative figure shows a discrepancy in favour of the Non White group. A figure of 0% means there is no difference.

Mean White hourly rate:
£22.94

Mean Non White hourly rate:
£21.40

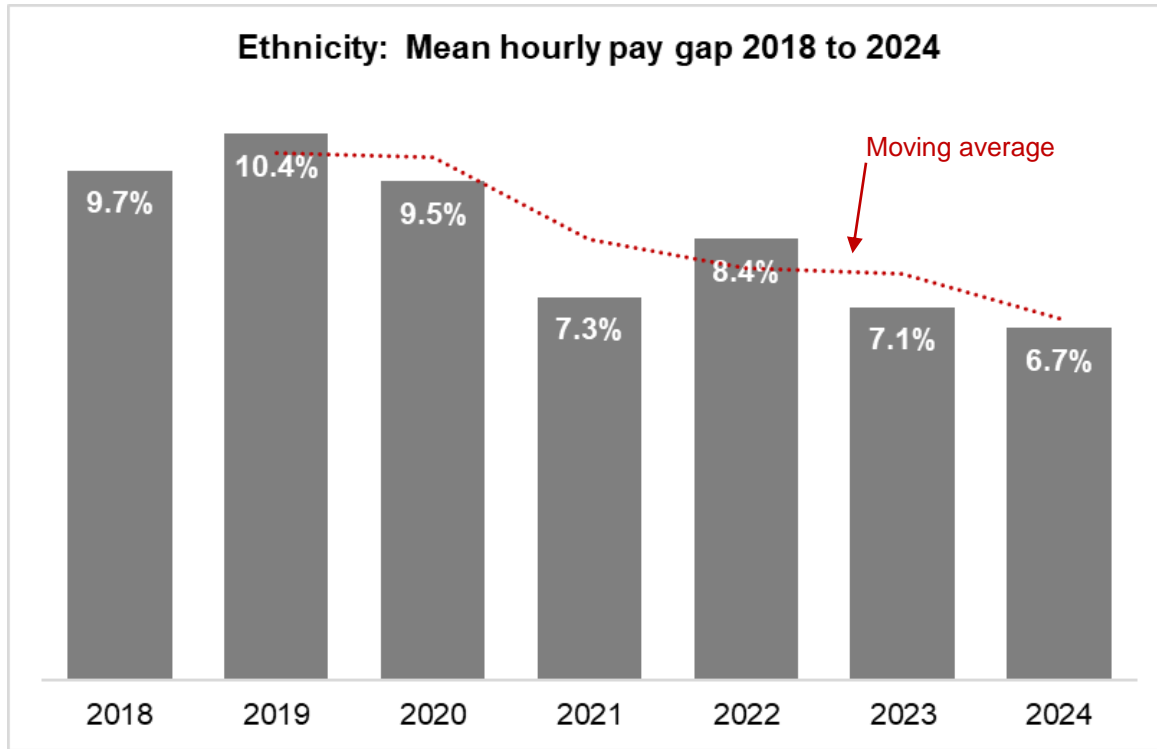
Mean **Undeclared Ethnicity**
hourly rate: £20.31

Difference = £1.54

Mean Pay Gap = +6.7%



Ethnicity Pay Gap: Mean hourly pay gap - timeline



In 2019, the mean pay gap was 10.4% in favour of White employees

Since then, it has reduced overall (although not in an entirely linear fashion). The average pay gap has moved in a downward trend, albeit in a low gradient.

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NB The mean average value (unlike the median) can be distorted by a small number of very high earners.



Ethnicity Pay Gap: Median hourly pay gap

Calculation:

The median is the middle value in a dataset.

- We find the median values by separating the White and Non White employees into two lists, each placed in order of hourly pay rate from low to high. The mid-point of each list gives us the median value for each group.
- Subtract the median hourly pay for Non White employees from the median hourly pay for White staff, and divide the result by the median rate for White employees.

This gives us the percentage pay gap . A positive figure indicates higher median pay for males, a negative score will mean higher pay for Non White staff. A figure of 0% means there is no difference.

Median White hourly rate:
£19.48

Median Non White hourly rate:
£19.48

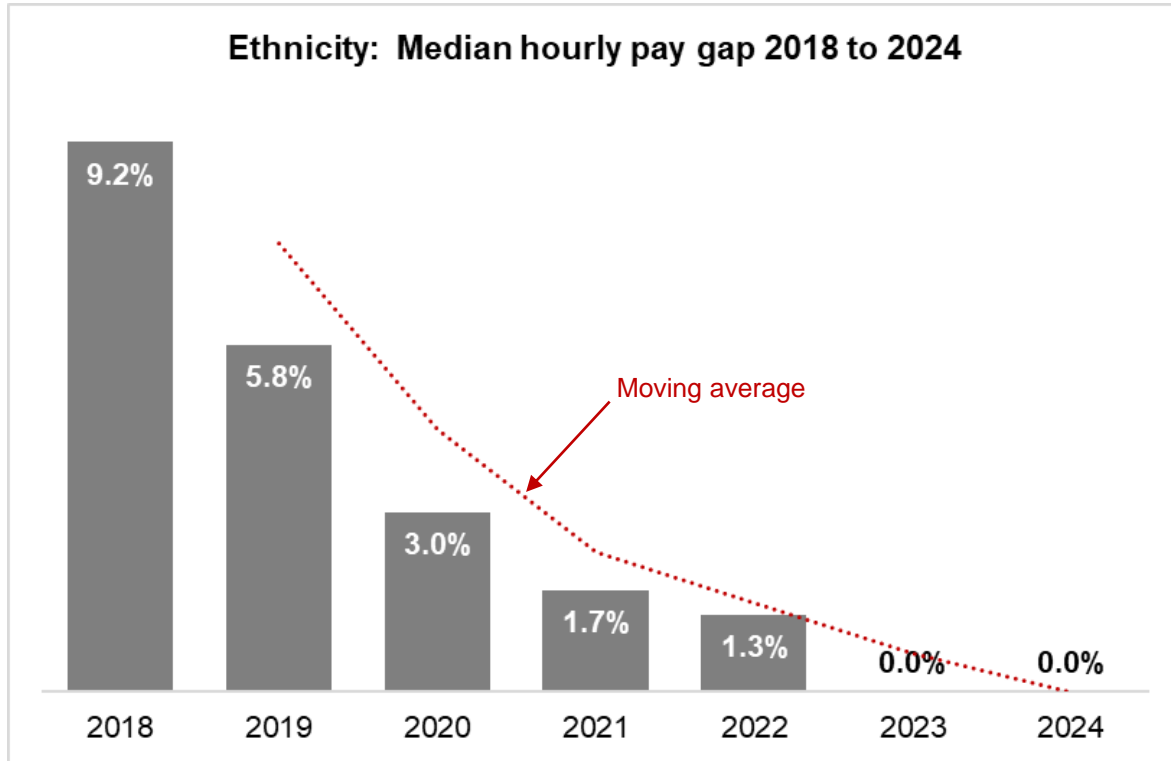
Median **Undeclared ethnicity** hourly rate:
£18.66

Difference = £0.00



Median Pay Gap = 0%

Ethnicity Pay Gap: Median hourly pay gap - timeline



In 2018, the median pay gap was 9.2% in favour of White employees

After this, the gap reduced year on year, until 2023, when it fell to 0.0%. It remained at zero in 2024.

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Unlike the mean average, this figure is not distorted by small numbers of high earners. In many ways, it is a truer reflection of differences and similarities in pay among rank and file employees.



Ethnicity Pay Gap – how do different groups compare?

White British staff earn more on average (using both average types), than the baseline average for all White staff. The same is true, to a greater extent, for Asian employees.

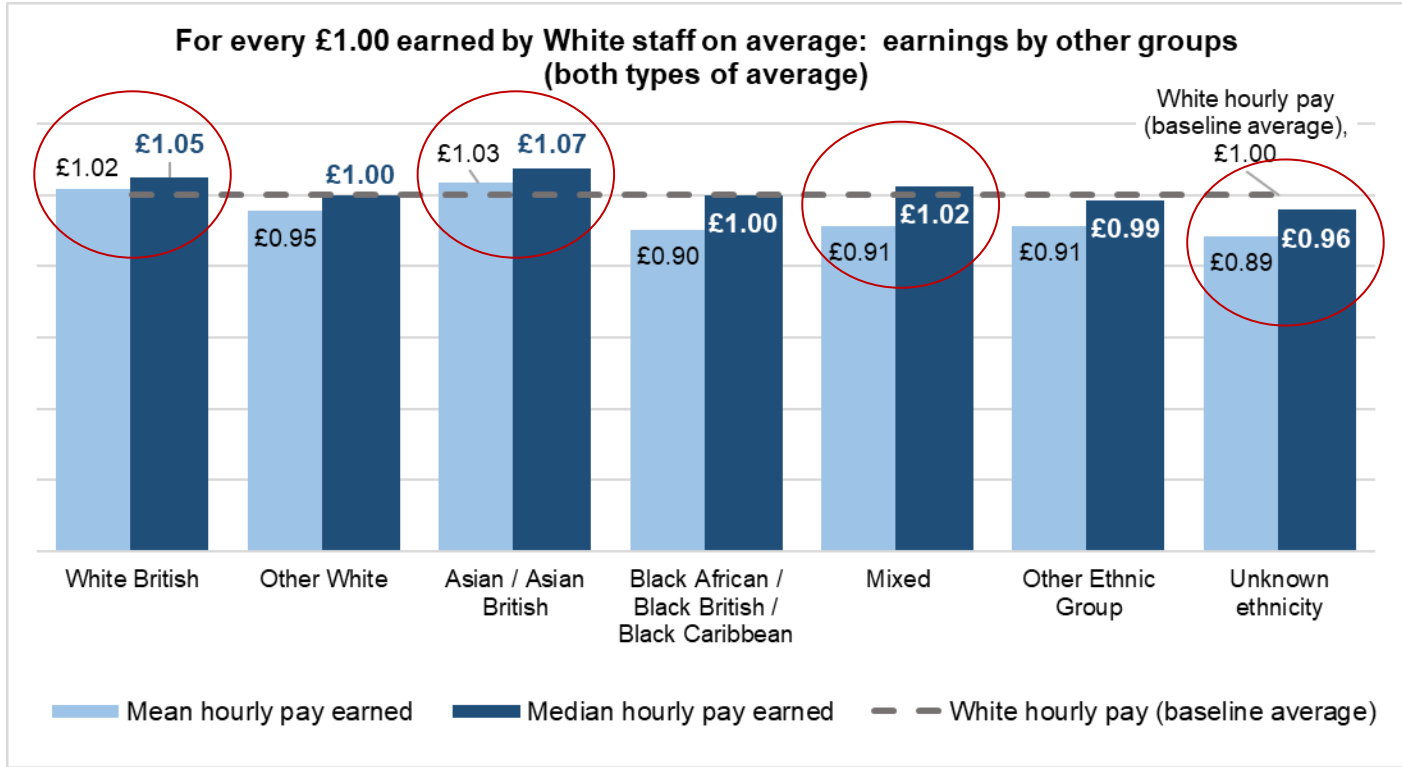
Mixed / Multiple Ethnicity employees earn less than White employees on the mean average measure (pay gap of +8.6%), but more on the median (pay gap of -2.4%), suggesting higher than average earnings in general, but small numbers of very high earners among this group. It should be noted that the Mixed Ethnic group and the Other Ethnic group are made up of small numbers, so the effects of a changes for a few individuals can have a proportionately greater effect on the outcome.

Ethnic Group	Mean hourly pay	Difference	Pay Gap (mean)	Median hourly pay	Difference	Pay Gap (Median)
White (All) (1,742)	£22.94			£19.48		
White British (1,296)	£23.30	-£0.36	-1.6%	£20.44	-£0.96	-4.9%
Other White (446)	£21.90	£1.04	4.5%	£19.48	£0.00	0.0%
Asian / Asian British (261)	£23.74	-£0.80	-3.5%	£20.92	-£1.44	-7.4%
Black African / Black British / Black Caribbean (789)	£20.72	£2.22	9.7%	£19.48	£0.00	0.0%
Mixed (135)	£20.97	£1.97	8.6%	£19.95	-£0.47	-2.4%
Other Ethnic Group (47)	£20.95	£1.99	8.7%	£19.20	£0.28	1.4%
Undeclared ethnicity (256)	£20.31	£2.63	11.5%	£18.66	£0.82	4.2%



Ethnicity Pay Gap - how do different groups compare?

The chart (below) shows how much each ethnic group earns for every £1.00 earned by the 'White' grouping overall.



Asian / Asian British employees earn more on both types of average, as do staff who are White British.

Mixed ethnicity staff earn less than the White mean average, but more than the White median.

The lowest average earners are those whose ethnicity has not been recorded, or who Prefer Not To Say their ethnic group.



Disability Pay Gap: Mean hourly pay gap

Calculation:

- Find the mean average hourly rate for both Non-Disabled and Disabled employees, by
 - Dividing the sum of all Non-Disabled hourly rates by the number of non-disabled employees, and
 - Dividing the sum of all Disabled hourly rates by the number of disabled employees
- Subtracting the mean Disabled hourly rate from the mean Non-Disabled hourly rate, and then dividing the result by the mean Non-Disabled hourly rate.

This gives us the percentage Disability Pay Gap. If the figure is positive, non-disabled staff are paid more on average, while a negative figure shows a discrepancy in favour of the disabled group. A figure of 0% means there is no difference.

Mean hourly rate - Non-Disabled:
£22.24

Mean hourly rate - Disabled:
£22.88

Mean **Undeclared Disability Status** hourly rate:
£20.20

Difference = -£0.64



Mean Pay Gap = **-2.9%**

Disability Pay Gap: Median hourly pay gap

Calculation:

The median is the middle value in a dataset.

- We find the median values by separating the Non-Disabled and Disabled employees into two lists, each placed in order of hourly pay rate from low to high. The mid-point of each list gives us the median value for each group.
- Subtract the median hourly pay for Disabled employees from the median hourly pay for Non-Disabled staff, and divide the result by the median rate for non-disabled employees.

This gives us the percentage pay gap . A positive figure indicates higher median pay for males, a negative score will mean higher pay for disabled staff. A figure of 0% means there is no difference.

Median hourly rate – Non-Disabled:
£19.48

Median hourly rate - Disabled:
£20.19

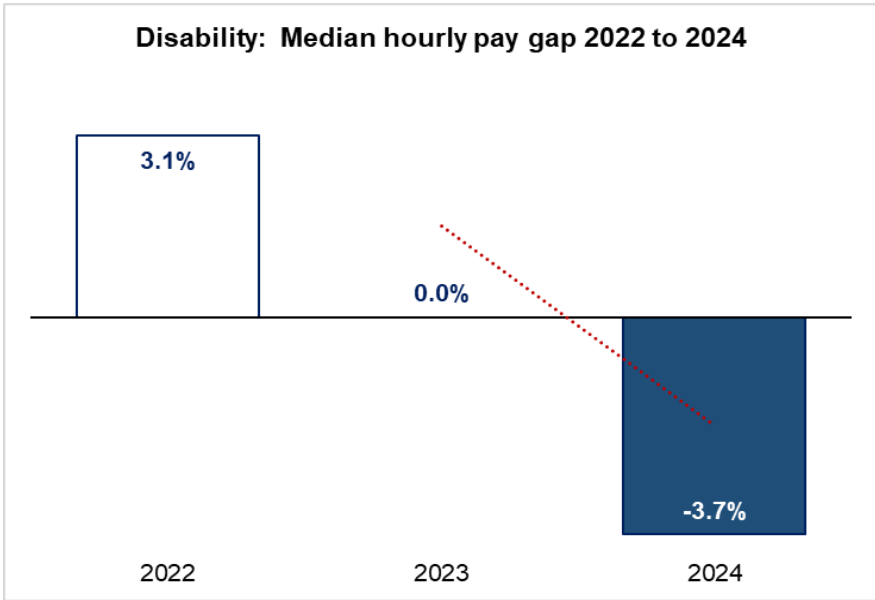
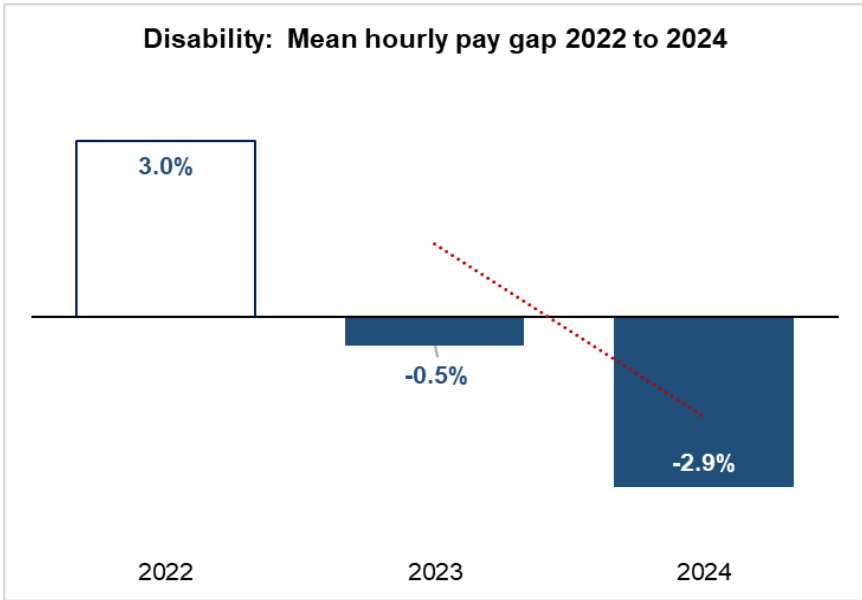
Median **Undeclared disability status** hourly rate:
£17.81

Difference = -£0.71



Median Pay Gap = **-3.7%**

Disability Pay Gap: Timelines



Three years of data show a trend in favour of higher average pay for disabled staff when compared with their non-disabled counterparts.

It is likely that age and seniority play a part here. Older employees are more likely to have physical disabilities, and people in senior positions, who may also be in the higher age groups, are more likely to be able to accommodate these within their work life (ie are not doing manual jobs and have access to assistive technology).



Ongoing work

Workforce Policies and Strategies

- The Council's commitment to equalities is outlined in the 2023-2028 Workforce Strategy, Investing in Our People and the Council's Fairer Enfield Strategy 2021-2025. Both documents incorporate a clear action plan to deliver against our ambitions Staff Network Groups
- The Council will continue to review and develop workforce policies to support a diverse workforce. The Smart Working Policy promotes hybrid and flexible working, and we support The Smallest Things Campaign by providing additional paid leave for parents of premature babies. The Council publishes its maternity and paternity benefits and is compliant with the statutory changes to flexible working requests introduced in April 2024
- The Council supports six staff network groups; Ethnic Minority Staff Group, Women into Leadership, Disability Working Group, Staff Mental Health & Wellbeing, LGBTQ+ and the Young Professionals Network. The groups are run by members of the Council's workforce who are committed and passionate about equality

Recruitment Initiatives

- Reducing bias at the point of recruitment by removing names and equalities data when short-listing applicants, ensuring there are diverse appointment panels in terms of gender and ethnicity.
- Supported internships to support adults with learning disabilities into employment

