

# LONDON BOROUGH OF BARKING AND DAGENHAM PAY GAP REPORT 2023

We are proud that we pay our local government services employees at or above the London Living Wage and provide access to good pay and conditions.

We have a long tradition of promoting equality. We were the first council in the country to adopt a Gender Equality Charter in 2016. The charter is a commitment of the council and our partners to create a fair and just society with a strong emphasis on ensuring everyone has the same chance to succeed however they identify in terms of gender.

It matters to us that we keep our positive approach to gender equality under constant review and over the past year we have continued to track our gender pay gap. Since the first publication of our gender pay gap in 2018, we have significantly narrowed the gap. In 2018 our median pay gap was 13.9% and the mean was 12.8%, both in favour men. Now our median pay gap is 1.02% in favour of men and mean pay gap of 1.32% in favour of women. It is important to us that our gap is close to zero.

We were one of the first local authorities to sign up to the national Race at Work Charter. The charter sets out five key principles that we have publicly committed to and demonstrates that we are determined to take action to be representative of the communities that we serve.

For the third year running, we are voluntarily producing our ethnicity pay gap. We have used the methodology set out by the Government and are looking at publishing

# GENDER PAY GAP 2023

We are the first council in the country to develop and launch a Gender Equality Charter; we have a month- (with two sub-groups for new and expectant parents and menopause support group) Empowerment Awards to mark the diverse achievements of the women of Barking and Dagenham. For many roles we now offer flexible working as standard and provide the tools and training to make this a reality.

It is because of our programmes and efforts that we have closed the mean hourly pay gap at senior, middle and professional levels in our organisation. We have more women than men on our executive team and a balanced leadership team, and we are one of few councils in the country with more women than men in our political Cabinet.

## Published gender pay gap 30 March 2023:

**1.3%**

HIGHER

(Mean)

than men

**1.0%**

LOWER

(Median)

In pay terms the difference in hourly pay is women are paid **£0.27 more** than men (mean) and **£0.19 less** than men (median)

In 2021 (published in 2022) women were paid **£0.35 lower** than men (mean) and **£0.03 more** than men (median)

For a changing organisation like ours the gender pay gap is historical, it is based on information collected a year ago, and because of this we remain committed to reviewing our pay gap in real time.

We are pleased that our pay gap is still relatively close to 0%. The median pay gap is the difference between the midpoints in ranges of hourly earnings of men and women. It takes the salaries and lines them up in order from lowest to highest and picks the middle salary. This is generally believed to be a more representative measure of the pay gap as it is not affected by outliers a few individuals at the top or bottom of the range.

Mean is the average hourly earnings of men and women. It adds together the hourly pay of men and divides it by the number men, it adds together the hourly pay of women and divides it by the number of women.



## Being updated with networks Gender Pay Gap Action Plan we said we would

1. Continue to embed and promote flexible working and in particular family friendly working practices, particularly among men. We continue to do this via our Dispersed working programme.
2. Make sure that our dispersed working Inclusive Design Principles do not discriminate and do not have an adverse impact. We have put inclusive design principles at the heart of our approach to dispersed working and have been checking out the views of staff through a number of surveys over the past year.
3. Have adopted a values-based approach to recruitment, implemented diverse panels and anonymised recruitment. We will continue to monitor the impact that this has on our workforce representation, progression and recruitment and selection.
4. C -groups  
Maternity Returners and Menopause Support Group. Providing authentic opportunities for all three groups to inform policy, practice and to hold us to account.
5. Work towards removing requests for information on salary from prospective employees including but not exclusive to job interviews, job applications and executive recruitment agencies. In doing so we will remove the self-perpetuating system that maintains historical gender pay inequality. We have removed this requirement as part of the application process. We will be looking into signing up to the Fawcett Society pledge End Salary History so that we can publicise this commitment to applicants.

### About the Gender Pay Gap Reporting Requirements

The formula, day of count and presentation of the information is set out in legal guidance.

We were required to publish our information by 30 March 2023, all data was based on the legal day of count: **31 March 2022**.

### Equal Pay v Gender Pay

The gender pay gap is the average pay for women and average pay for men in an organisation, no matter what job they do. This is different to equal pay which deals with the pay differences between men and women who carry out the same or similar jobs. We have a long established accredited, job evaluation arrangement which provides a recognised way to avoid equal pay issues.



## Pay quartiles

Pay quartile bands will be different for each organisation, but we follow the same methodology set out in the national pay gap guidance, which requires us to divide total disclosed employee numbers by four. We have put the equivalent LBBB pay grades in each quartile, but there is some overlap through spinal column points.

### Upper quartile

*(PO.4 and above)*

**56%**

**WHITE BRITISH**

**44%**

**Black, Asian and  
Multi-Ethnic**

### Upper middle quartile

*(SO.2 to PO.4)*

