

# Results from the London Councils Gender Pay Gap Analysis

## 1. Introduction

In May 2018 London Councils Human Resources Metrics Service summarised the available gender pay gap data for all London boroughs.

The data was collected from HM Government's website on 6 April 2018, and this paper sets out the main findings of their work and puts Haringey's results in context.

As this is the first time the data has been collected, there is no directly comparable data from previous periods.

School's employees were excluded from their report.

N.B. The general convention on gender pay gap data is that a pay gap with a minus symbol (e.g. -5%) indicates that the average pay of women is greater than that of men. Positive pay gaps (no minus symbol) indicate that the average pay of men is greater than that of women.

## 2. London Boroughs' Data

### 2.1 Mean gender pay gap

- On average, London boroughs paid women 3.4% less than men. In Inner London women were on average paid 1.4% less than men, and in Outer London 4.7% less. This compares with a figure of 6.8% less for Local Government as a whole.
- The values varied between -10.9% (women were paid more than men) and 16.5% (-14.1% and 31.7% for Local Government as a whole)
- Women were, on average, paid less than men in 22 London boroughs, in 10 the reverse was true. (N.B. Richmond & Wandsworth submitted a single joint return).

### 2.2 Median gender pay gap

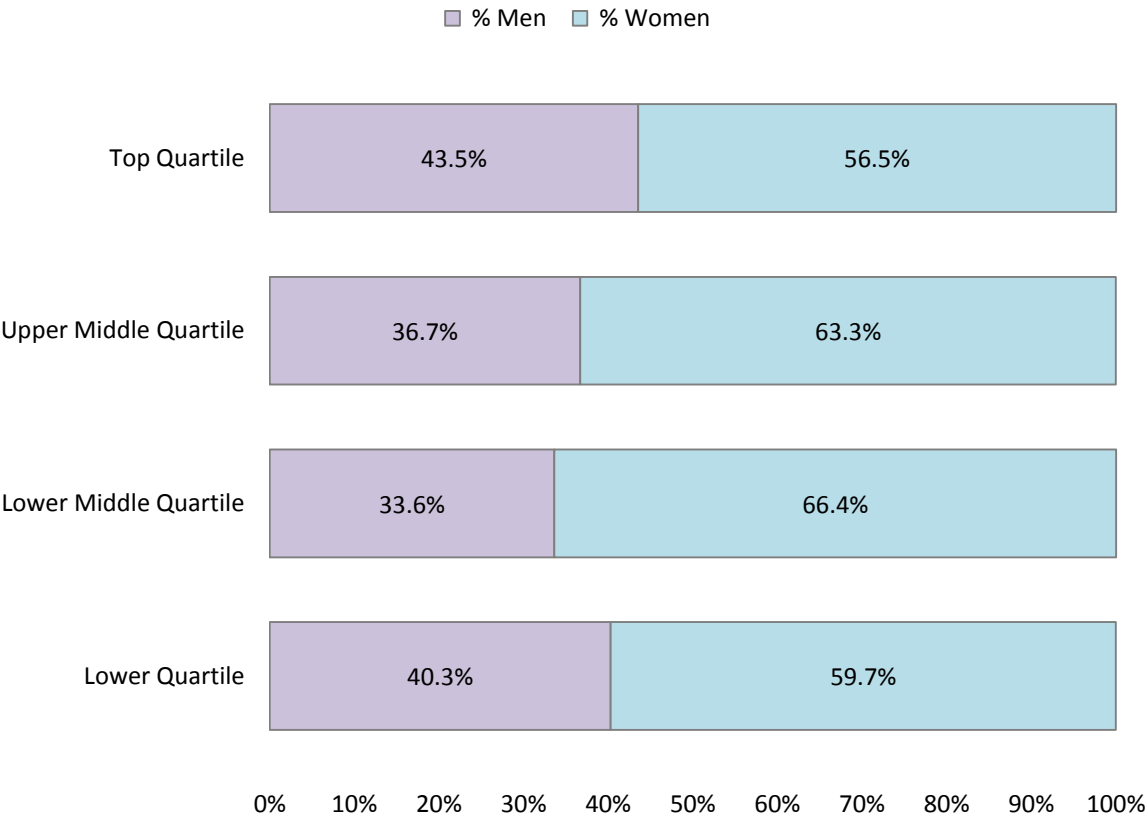
- On average, London boroughs paid women 1.1% less than men. In Inner London boroughs women were on average paid 1.5% more than men, and in Outer London boroughs 2.8% less than men.
- The values varied between -15.8% (women were paid more than men) and 13.9%.

- Women were, on average, paid less than men in 18 boroughs, in four the pay gap was zero, and in 10 women were paid more than men. (N.B. Richmond & Wandsworth submitted a single joint return).

The average median GPG data for London compares favourably with the values in other types of authority and other regions.

2.3 Proportion of men/women in each quartile pay band in London boroughs

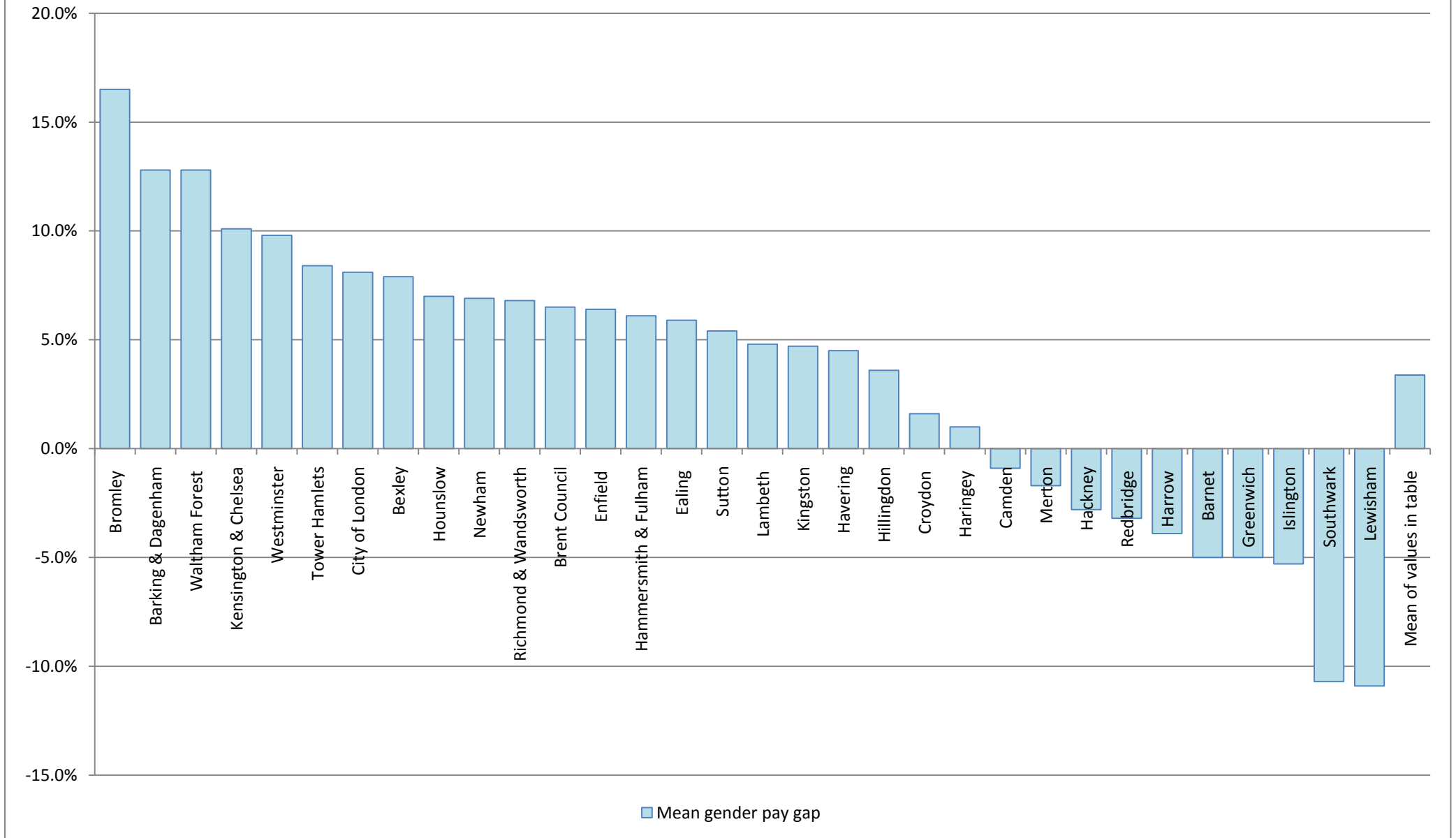
The average male/female composition of each pay quartile for London boroughs is summarised in the chart below. Women comprised the majority in each band, but were least common in the highest pay quartile (56.5%)



2.4 GPG data for Individual boroughs

A chart with the comparative gender pay gap data for London boroughs is shown below. Individual boroughs publish their gender pay gap data on their websites along often with covering narrative text although this by no means obligatory. It is important to read the covering narrative text to gain a complete picture including local conditions and proposed actions for any individual borough.

## 2017 Mean Gender Pay Gap - London Boroughs



Negative GPG values indicate women's average hourly pay-rate was greater than men's.