

Gender Pay Gap Report (April 16 to March 17)

Introduction

The tables below are provided in full compliance with Government guidelines on the publishing of gender pay data, presented in a format adopted by the majority of Councils in the London Councils area.

On 1st October 2016, in the period, Wandsworth and Richmond Councils combined all staff into a single workforce. It has therefore been necessary to combine separate salary information for staff in the two authorities in the first period, with combined staff salary information in the second period. It should also be noted that the analysis includes a retrospective Performance Related Pay element released in July 16, given to Wandsworth staff prior to the combined workforce.

Significant changes in staffing due to restructuring and in terms and conditions due to the formation of the single workforce means that these results do not represent a settled and on-going position. It is expected that the next full year of data will provide a much more stable picture.

Pay data tables

Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay		
Mean hourly rate	6.81%		
Median hourly rate	5.03%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	54.47%	45.53%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	57.03%	42.97%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	65.85%	34.15%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	58.77%	41.23%	100%
Bonus pay	Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus		
Mean bonus	16.42%		
Median bonus	5.56%		
Bonuses paid	Women	Men	
Who received bonus pay	58.55%	56.80%	

Definitions

The definitions for the figures in the tables above, produced in line with published government guidance are:.

1. Mean GPG

Difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Calculation represents the percentage of the mean hourly rate of pay of male full-pay employees

$$\frac{[\text{Mean pay for male full-pay employees (A)} - \text{Mean pay for female full-pay employees (B)}]}{\text{Mean pay for male full-pay employees (A)}} \times 100$$

2. Median GPG

Difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Calculation represents the percentage of the median hourly rate of pay of male full-pay employees

$$\frac{[\text{Median pay for male full-pay employees (A)} - \text{Median pay for female full-pay employees (B)}]}{\text{Median pay for male full-pay employees (A)}} \times 100$$

3. Mean Bonus Gap

Difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Calculation represents the percentage of the mean bonus hourly rate of pay of male full-pay relevant employees

$$\frac{[\text{Mean bonus pay for male full-pay employees (A)} - \text{Mean bonus pay for female full-pay employees (B)}]}{\text{Mean bonus pay for male full-pay employees (A)}} \times 100$$

4. Median Bonus Gap

Difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Calculation represents the percentage of the median bonus pay of male full-pay relevant employees

$$\frac{[\text{Median bonus pay for male full-pay employees (A)} - \text{Median bonus pay for female full-pay employees (B)}]}{\text{Median bonus pay for male full-pay employees (A)}} \times 100$$

5. Bonus Proportions

These represent the proportions of male and female relevant employees who were paid bonus pay during the relevant period

Calculation is expressed as percentage:

$$\frac{[\text{number of male relevant employees who were paid bonus pay}]}{\text{number of male relevant employees}} \times 100$$

And
$$\frac{[\text{number of female relevant employees who were paid bonus pay}]}{\text{number of female relevant employees}} \times 100$$

6. Quartile Pay Bands Proportions

These represent the proportion of full-pay relevant male and female employees in each of four quartile pay bands

Calculation is expressed as percentage:

[number of male full-pay relevant employees in a quartile pay band (A)/total number of employees in the quartile(C)] x100

[number of female full-pay relevant employees in a quartile pay band (B)/total number of employees in the quartile(C)] x100

Equality Diversity in the Shared Staffing Arrangement for Wandsworth and Richmond Councils

Initiatives to promote diversity

The two Councils are fully committed to strengthen the diversity of staff, always seeking to ensure the workforce is fully representative of the residents served by the two boroughs.

An Equality and Diversity Board chaired by the Chief Executive meets quarterly.

Membership is drawn from across the organisation including unions representatives, senior staff from all Directorates plus chairs of voluntarily run staff equality groups. The purpose of the group is to help drive forward improvement in the equality and diversity of the organisation.

In March/April 2018 a mentoring scheme is being launched plus a new leadership programme, both have been set up with specific reference to the Forum and designed to strengthen diversity amongst higher graded staff. In addition, a new women's network is being launched, run to support and encourage women to advance their careers across the joint workforce.

Pay and Equality

At the launch of the combined workforce for Richmond and Wandsworth Councils all policies and procedures, including pay arrangements, were harmonised. The two Councils have a clear pay policy with defined grades for all staff which is published annually and supported by a detailed job evaluation scheme to ensure equal pay for similar duties.

The new workforce has a performance related pay scheme which includes the setting of detailed individual objectives and an annual assessment process with manager checks and a complete moderation process. The Scheme is reviewed annually.