



2018 Gender Pay Gap Report

Background

Enfield Council is committed to supporting and promoting the fair and equal treatment of all staff irrespective of gender, ethnicity or indeed any of the protected characteristics identified under the Equalities Act 2010.

In 2017, the Government introduced new regulations requiring all employers in Great Britain with more than 250 staff to publish calculations annually showing the pay gap between their male and female employees. The gender pay gap is the difference between the average earnings of all men and women. The following calculations are required of fulfil the organisations statutory responsibilities:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

The gender pay gap is different to 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. It is unlawful to pay people unequally because they are a man or a women.

Analysis

Statutory part of template (data that must be provided under the Equalities Act)				Possible extra data for local collection by London Councils for local benchmarking*			
Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)			Gender pay gap - women's pay as a percentage of men's pay	Hourly rate of women	Hourly rate of men	Difference £
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	4.5%			95.5%	£16.41	£17.18	-£0.77
Median hourly rate (as above calc but for median hourly rates)	-2.9%			102.9%	£15.71	£15.26	£0.45
Pay Quartile Information				Workforce composition			
Pay quartiles	Women	Men	Total	Women headcount	Men headcount	Total headcount	
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	63%	37%	100%	441	264	705	
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	68%	32%	100%	481	224	705	
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	64%	36%	100%	451	255	706	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	62%	38%	100%	438	268	706	
Bonus pay	Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus			Bonus Gender Pay Gap - women's bonus as a % of men's bonus	Bonus pay of women	Bonus pay of men	Difference £
Mean bonus	0.0%			100.0%	£0	£0	£0
Median bonus	0.0%			100.0%	£0	£0	£0
Bonuses paid							
Women paid bonus as % of all women	0%						
Men paid bonus as % of all men	0%						

How we are addressing equality within the workplace

We aim to recruit from the widest possible talent pool.

“Enfield has a vibrant and diverse community and here at Enfield Council we want a workforce that reflects the local people we serve. More importantly we want a diverse workforce because we recognise this brings new experiences and fresh ideas that will benefit how we work and how we serve our community”

Ian Davis, Chief Executive

Over the past year the Council has successfully appointed women to vacant posts within the very top tiers of our management structure. This has enabled us to increase female representation in the upper quartile as well as reducing the pay gap at this level.

The Council's award winning Career Returner @ Enfield programme has supported local talented professionals who have taken a prolonged career break to return to their chosen profession. Recognising that there is a local 'untapped' pool of talented professionals waiting to return to work we developed Career Returners @ Enfield Programme, a six month 'returnship' (higher-level internship). Although this programme is open to both men and women the majority of 'sandwich' carers within our society are women and the majority of applicants to this programme were women who had taken a career break to look after young children or elderly relatives. Six career returners were recruited to the first programme in 2017 and all secured on-going employment with the Council. All successful applicants were women. Following the success of the first programme the Council has expanded the programme and recruited a second cohort of fifteen returners who started their six month paid 'returnship' in May 2018. As with the previous year all successful applicants were women.

The Council is keen to remove all bias and ensure all applicants are considered equally. We require all hiring managers and interview panel members to complete our internal Recruitment and Selection training to ensure they are competent interviewers and understand the risk of unconscious bias. All interview panels are required to be representative of both gender and ethnicity. Earlier this year the Council introduced 'name blind' recruitment at the short-listing stage.

To ensure we reach a wide pool of candidates we advertise our vacancies on a range of job boards including Diversity Jobs specifically designed to attract diverse candidate.

Moving Forward

We are looking to introduce further initiatives to complement our existing programme and promote our equalities agenda. This will include establishing a women's network group to develop further initiatives.