

2021 GENDER PAY GAP REPORT



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Introduction

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.

Pay transparency is important to us. Enfield believes that in having insight on any disparity in pay, we are acknowledging there is an issue and we can then begin discussions about how to address the issues. For these reasons, since 2021 we have been voluntarily reporting our ethnicity pay gap, alongside our gender pay gap.

Enfield has for several years sought to be a leader in its approach to fair pay. We have been a Living Wage employer since 2011 and we have since set a minimum earning threshold above this rate.

Our aim is to tackle low pay and poverty by always paying our staff at least the London Living Wage; offering no zero-hour contracts; and by working with our suppliers and commissioned service providers so that they do the same. We also aim to work with local business across our borough to reduce low pay, to ensure no one gets left behind.

By analysing and reporting our pay gap since 2018, has proved to be a critical measurement in identifying and considering the progress we have made. We will continue to monitor and report on pay and grades across the council in the annual workforce report to reflect current remuneration, and with effect from April 2022, all apprentices will be paid at the London living wage rate, rather than the apprentice's rate.

We want everyone to be able to build and sustain a successful career at Enfield. We believe this requires a combination of deliberate actions and ensuring that we provide an inclusive culture and an agile, flexible working environment for people to work in.

By publishing a higher level of information, we continue to welcome and encourage open scrutiny of our data and welcome any feedback from staff, trade unions, and our residents. We want to challenge ourselves to find ways that we can make improvements and being open with our data provides an opportunity for this to occur.

Tinu Olowe

Director of Human Resources & Organisation Design



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 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 to fulfil these 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 woman.



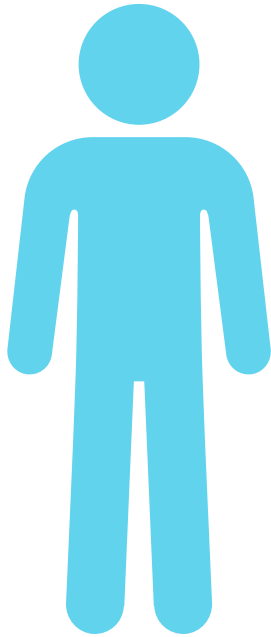
Analysis

Table 1

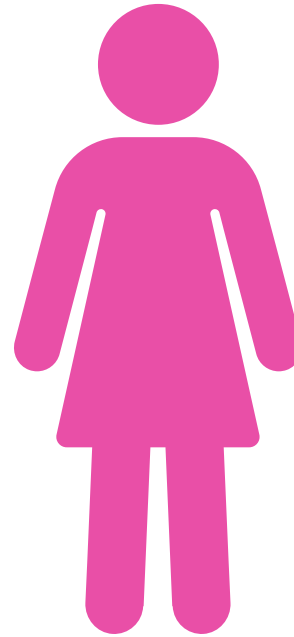
Statutory part of template (data that must be provided under the Equalities Act)				Possible extra data for local collection by London Councils for local benchmarking*			
Pay rates	Gender Pay Gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have 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	1.8%			98.2%	£18.79	£19.14	-£0.35
Median hourly rate (as above calc but for median hourly rates)	-3.2%			103.2%	£16.86	£16.34	£0.52
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)	61%	39%	100%	529	343	872	
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	67%	33%	100%	581	291	872	
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	65%	35%	100%	565	308	873	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	55%	45%	100%	476	397	873	
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%						

Our Gender Pay Gap

Table 1 above shows the detailed analysis that is published on the UK Government website.



Average (mean) hourly rate = £19.14
Medium hourly rate = £16.34



Average (mean) hourly rate = £18.79
Medium hourly rate = £16.86

- The 'mean' represents the average pay gap means that men are paid £0.35, 1.8%, more than women
- The 'medium' pay gap is the middle value and means that women are paid £0.52, 3.2%, more than men

Table 2: 5 Year Trend

Pay rates	Gender Pay Gap				
	2020/21	2019/20	2018/19	2017/18	2016/17
Mean hourly rate	1.8%	2.6%	3.9%	4.5%	6.4%
Median hourly rate	-3.2%	-3.1%	-6.1%	-2.9%	1.5%

- Since 2016/17 the mean pay difference has significantly reduced from 6.4% to 1.8% in favour of men
- Over the same period the medium pay gap has reduced from 1.5% in favour of men to 3.2% in favour of women.

Women and men by pay quartile

Enfield Council employs more women than men as a whole and women outnumber men in all pay quartiles (see table below). However, a comparison between 2016/17 and 2020/21 shows that the proportion of employees in the lowest quartile who are women has reduced. The proportion of women making up the staff in the upper two pay quartiles has remained relatively steady over this period.

Table 3: Percentage of Men and Women in each pay quartile

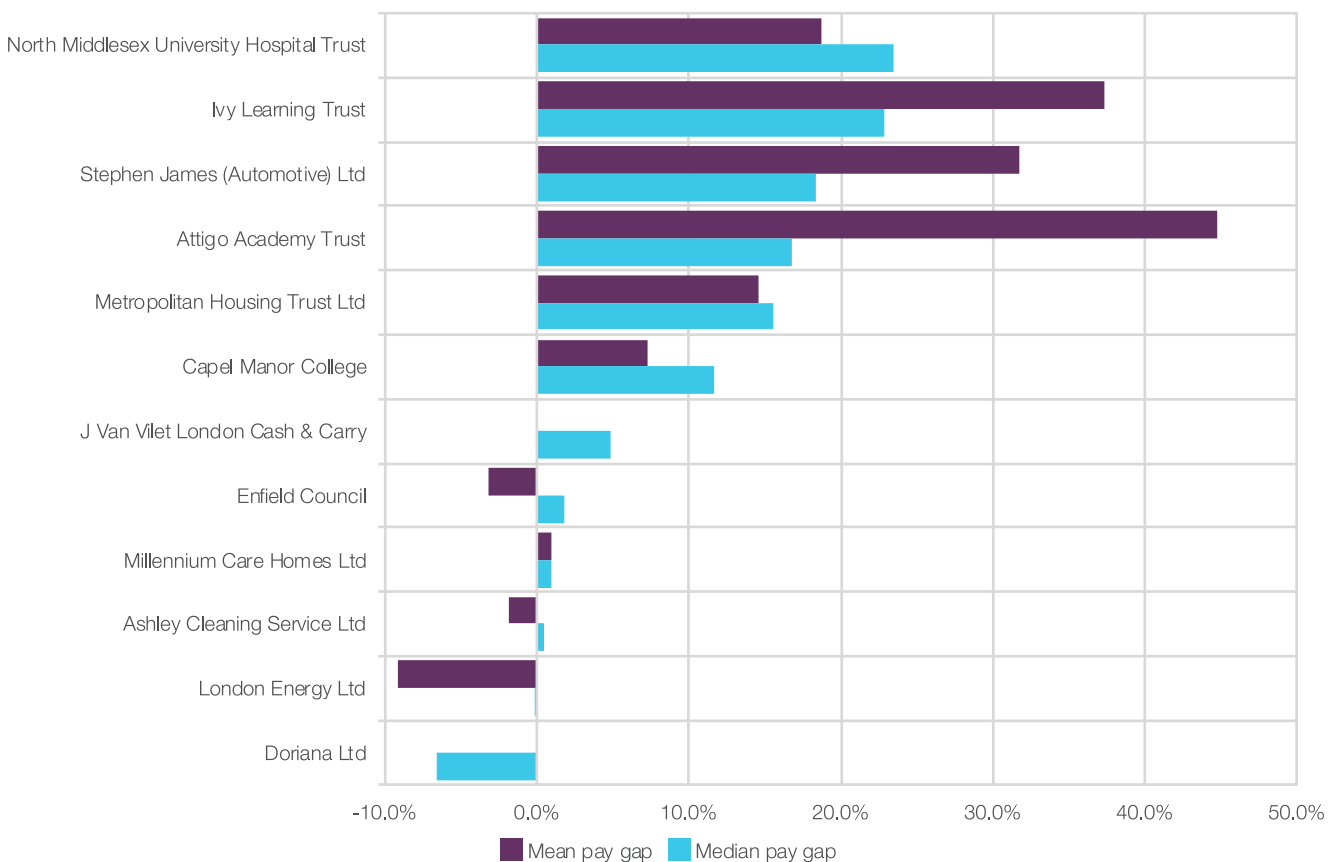
Pay Quartiles	2016/17		2017/18		2018/19		2019/20		2020/21	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	61%	39%	63%	37%	63%	37%	61%	39%	61%	39%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	67%	33%	68%	32%	68%	32%	67%	33%	67%	33%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	65%	35%	64%	36%	64%	36%	67%	33%	65%	35%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	64%	36%	62%	38%	62%	38%	51%	49%	55%	45%

How do we compare?

Comparison with Enfield businesses

Eleven businesses with headquarters in Enfield have submitted their Gender Pay data to the UK Government. As the chart below illustrates, one company (London Energy Ltd) pay women more than men on both the mean and median measures, with a further two employers (Enfield Council and Ashley Cleaning Service Ltd) reporting a mean pay gap in favour of men alongside a median pay gap in favour of women. Doriana Ltd reports a mean pay gap in favour of women and a zero median pay gap.

Chart 1: Enfield Council and Other Enfield-based employers: Pay Gap data



Comparison with other London boroughs

- Thirty-two of London's 33 boroughs have submitted data and only Westminster City Council has not reported.
- The table/map below shows the Mean and Median Gender Pay Gap for each authority.
- Ten LA's have reported a mean pay gap in favour of women ranging from 19.7% to 0.9%. Nine of these also have a median hourly rate favouring woman.
- Twelve LA's, including Enfield, have reported a median pay gap in favour of women.

Table 4: Enfield Council and other London boroughs as employers: Mean hourly rate Gender Pay Gap

Local Authority	Mean pay gap	Median pay gap
Barnet	-19.70%	-25.60%
Lewisham	-8.40%	-12.00%
Southwark	-7.50%	-10.80%
Newham	-4.70%	-11.60%
Greenwich	-3.10%	-2.70%
Islington	-2.70%	-7.10%
Redbridge	-2.10%	-2.60%
Harrow	-1.50%	0.00%
Hackney	-1.20%	-2.50%
Camden	-0.90%	-1.50%
Croydon	0.00%	0.00%
Tower Hamlets	1.00%	-0.30%
Lambeth	1.30%	2.60%
Barking & Dagenham	1.80%	-0.20%
Enfield	1.80%	-3.20%
Kingston upon Thames	2.40%	2.50%
Hammersmith & Fulham	3.60%	5.00%

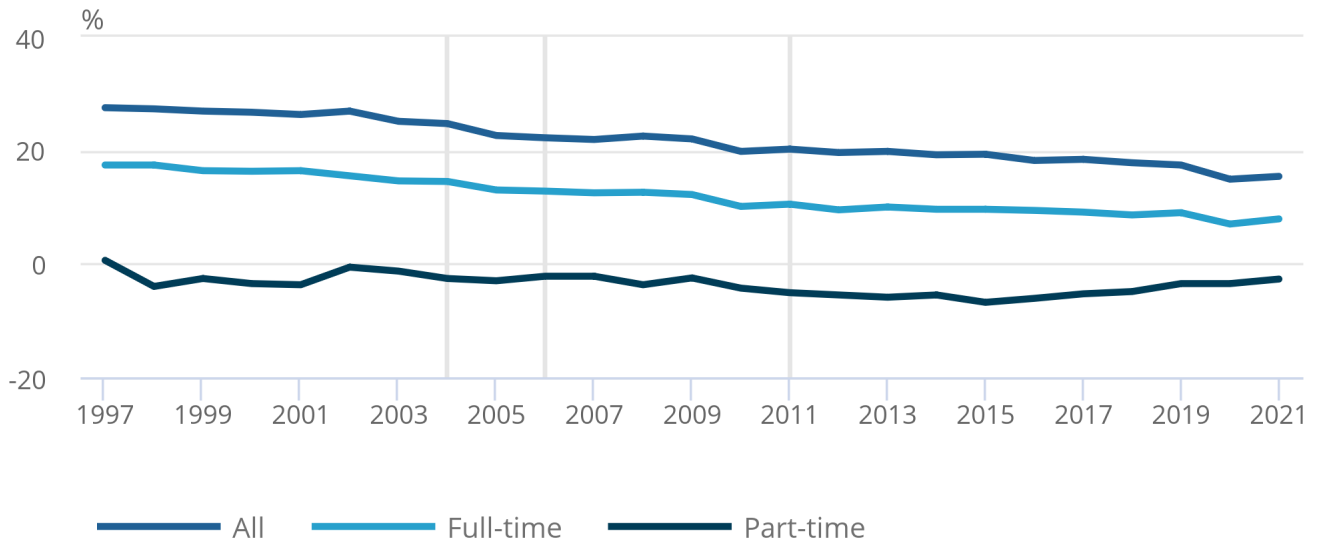
Local Authority	Mean pay gap	Median pay gap
Hillingdon	4.10%	0.00%
Brent	5.10%	5.00%
Hounslow	5.10%	2.60%
Haringey	5.60%	5.00%
Havering	5.90%	0.00%
Ealing	6.10%	4.30%
Richmond upon Thames	6.30%	3.10%
Wandsworth	6.30%	3.10%
City of London	7.10%	2.20%
Merton	7.10%	5.90%
Bexley	7.50%	8.10%
Kensington & Chelsea	7.60%	7.90%
Sutton	11.50%	12.00%
Waltham Forest	14.60%	11.70%
Bromley	14.80%	11.60%
City of Westminster	Not reported	Not reported



The National Picture

The gender pay gap has been slowly declining over time. The chart below shows the gender pay gap for median gross hourly earnings across the UK between April 1997 and 2021.

Chart 2: Median gross hourly earnings (excluding overtime), UK

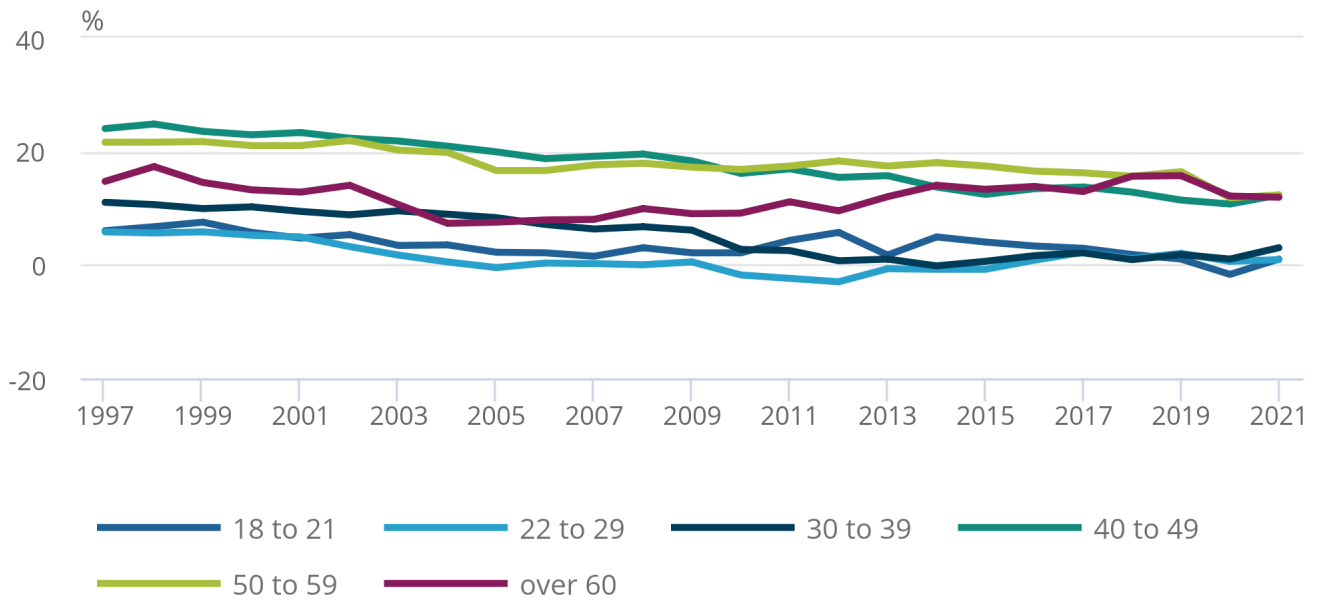


Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

- In 2021, the gap among full-time employees was 7.9%, up from 7% in 2020.
- The gender pay gap for part-time employees has reduced from -3.5% to -2.7% between 2020 and 2021 (both in favour of women).

Data shows that the gender pay gap widens for full-time employees aged 40 years or above (Chart 3 below).

Chart 3: Gender pay gap for full-time median gross hourly earnings (excluding overtime) by age-group, UK, April 1997 to 2021



Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

- The gender pay gap for age groups 18 to 21 and 22 to 29 is 1%
- This gap widens considerably for age groups 40 to 49, 50 to 59 and over 60, where the gap is approximately 12%
- The pay gap has decreased for all age categories since 2020.

How we are addressing equality within the workplace

We aim to recruit from the widest possible talent pool.

Enfield has set out the Council's vision, aims and priorities for 2020-2022 with equality at the heart of our guiding principles.

Diversity means appreciating the value of differences between individuals and groups. By celebrating the rich diversity, culture and heritage of our community we show respect to residents and our workforce. Promoting the benefits of a diverse community helps to break down barriers and negative attitudes and helps to promote social cohesion and good community relations.

Enfield Council Plan 2020-2022

Senior Level Recruitment

Over the past five years the Council has successfully appointed women to vacant posts within the very top tiers of our management structure, increasing female representation at Director level and above from 29% to 35%. This has enabled us to increase female representation in the upper quartile as well as reducing the pay gap at this level.

The overall impact on the Council's gender pay gap has seen a gradual decrease in the mean pay gap and a median pay gap in favour of women.

Fairer Enfield – Equality, Diversity and Inclusion Policy

This policy sets out Enfield Council's approach to equality, diversity and inclusion. It outlines our vision for an equal and socially inclusive borough and describes how implementing good practice on equality, diversity and inclusion helps the Council deliver its wider health, social and economic aims.

This policy sets out how we are meeting our Public Sector Equality Duty under the Equality Act 2010, which requires us to demonstrate due regard to the need to:

- advance equal opportunities
- eliminate unlawful discrimination
- foster good relations

It also includes our equality objectives, required as part of the Public Sector Equality Duty.

The policy sets out the principles everyone who works for Enfield must follow in order to uphold our duties under the Act as a service provider, commissioner, employer and community leader.

Levelling the ‘playing field’ for all Recruitment

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 or conscious bias. All interview panels are required to be representative of both gender and ethnicity. In 2018 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.

Enfield Council’s Women into Leadership Board

The Women into Leadership Board is made up of volunteers across the Council and was originally formed in April 2018. The remit of the board is to consider barriers women may face in the workplace and identify initiatives to overcome these barriers, including support to empower female employees to aspire to reach their full potential. The Board has six workstreams that focus on different initiatives including:

- Networking sessions
- Communications
- HR
- Events
- Health and Wellbeing
- International Women’s Day Conference

The Board hosts regular events, including an annual International Women’s Day conference, designed to support and inspire female employees to achieve their maximum potential. All events are open to all employees and are well attended. Speakers include senior executive and personal impact career coaches, confidence trainers, recognised media spokespersons, mental and physical health champions and authors as well as other influential motivational speakers (both internal and external). The networking events provide opportunities for informal coaching and mentoring. The events and newsletters have promoted greater awareness of how women can aspire to and leadership roles. The Council has been lucky to have some notable and motivational speakers including, Baroness Tanni Grey-Thomson, Liz Earle MBE, Jinjer Kandola, Helen Millichap and Maria Kane. Since the Board was first launched the Council has been able to unlock internal talent that has seen women successfully applying for jobs and gaining progression.

Enfield Council Career Returner Programme

The Council’s award-winning Career Returner @ Enfield programme continues to support 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.

Overall, the retention rate of staff who joined via the career returner programme has been exceptionally good and it has enabled the Council to recruit to roles where it has traditionally struggled. To date twenty-two returners who joined via this programme transitioned into on-going employment with the Council.

Learning and Organisational Development Activity

Raising awareness and training is an integral part of ensuring Council staff understand their responsibilities and the Council's expectations. The Council provides a range of training and support to enable staff to manage and/or work within a diverse workforce, including:

1. Equality and Diversity in the Workplace

A mandatory module for all new starters.

2. Recruitment and Selection

This mandatory module is for all recruiting managers and panel members, combining eLearning and workshops.

3. Conscious Inclusion

The aim is to help staff be aware of unconscious bias, and to identify, acknowledge and challenge it in the workplace.

4. Threshold Career Development Workshops

An empowering one-day workshop for Black and Ethnic Minority female staff to learn tools and techniques to look freshly at their careers and devise a practical action plan to achieve their goals. Enfield Council partnered with Haringey, Barnet, Camden and Islington Councils to offer this workshop to their staff.

5. Refreshed Mentoring Programme

Our Mentoring Programme was refreshed and categorised into three streams to provide structured support to help individual employees define their own learning experience so they can improve their own leadership skills and improve their capacity to contribute to the effectiveness of their discipline, position, the organisation and their future career;

- i. *Leadership Mentoring* – Senior leaders share their knowledge and key learnings to somebody less experienced who has the desire to be a future leader at Enfield.
- ii. *Upward Mentoring* – Non-senior staff share their experiences within the workplace with senior leaders looking to expand their knowledge and insights.
- iii. *Network Mentoring* – Brings together staff from different backgrounds to form one-to-one mutual mentoring relationships in order to gain a better understanding of cultural differences or challenges, such as LGBTQ+, disabilities, ethnicities etc.

6. Inclusive Leadership Workshop

A tailored workshop delivered to Senior Leaders (Executive Team, Directors and Heads of Service) on Building Inclusion for Enfield Council in conjunction with the launch of the Fairer Enfield Policy.

Improving our Family Friendly Policies

- The Council's Smart Working Policy has been developed to support hybrid working and has strengthened the Council's approach of flexible working arrangements as we believe this supports the health and wellbeing of our workforce and enhances work life balance.
- Introduced additional leave at full pay for parents of premature babies in support of The Smallest Things Campaign.
- Introduced Foster leave to raise awareness of what support is available to employees who are approved foster carers.
- Introduced a Domestic Violence and Abuse Workforce Policy.

Moving Forward

The Council is looking to introduce further initiatives to complement our existing programmes and promote our equalities agenda. For example:

- The work of the Women into Leadership Board will continue with further work and events planned.
- Recruitment to a further Career Returner Programme is being planned.
- Continue the roll out of the *Inspirational Leadership Programme and Aspirational Leadership Programme*.
- Continue to develop and review current equalities learning catalogue alongside new initiatives and events.

These initiatives will support staff to successfully progress within the Council's hierarchy.

