



2020 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 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	2.6%			97.4%	£18.26	£18.74	-£0.48
Median hourly rate (as above calc but for median hourly rates)	-3.1%			103.1%	£16.40	£15.90	£0.50
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%	449	286	735	
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%	489	246	735	
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	67%	33%	100%	493	242	735	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	51%	49%	100%	372	362	734	
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%						

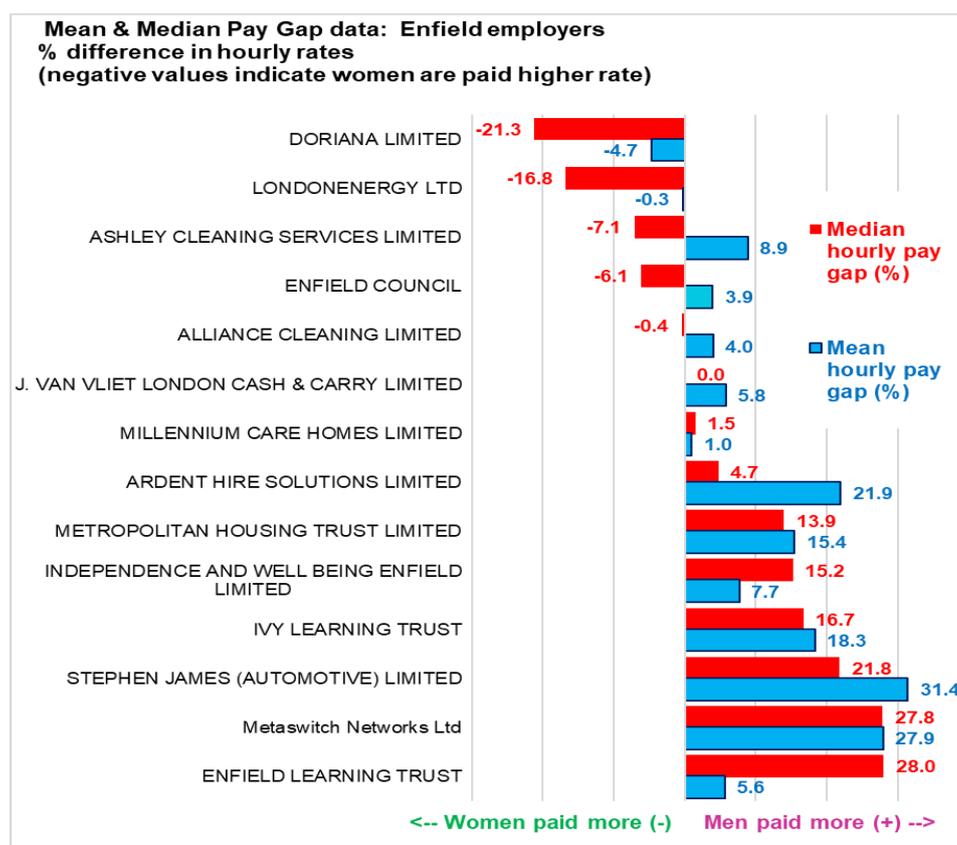
How do we compare?

It should be noted that, due to the continuing impact of the Coronavirus (COVID-19) pandemic, the gender pay gap reporting deadline for employers has been extended to 5 October 2021. Therefore, the benchmark comparisons below are based on reported figures for 2020 and based on actual gender pay gap information as at 31 March 2019.

Comparison with Enfield businesses

There are twenty-five businesses with headquarters in Enfield¹ who meet the criteria to submit their Gender Pay data to the UK Government. Unfortunately, only fourteen of these companies have submitted their data for the most recent period, making a full comparison difficult². As the chart below illustrates, two such companies pay women more than men on both the mean and median measures, with a further three employers (including Enfield Council) reporting a mean pay gap in favour of men alongside a median pay gap in favour of women.

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



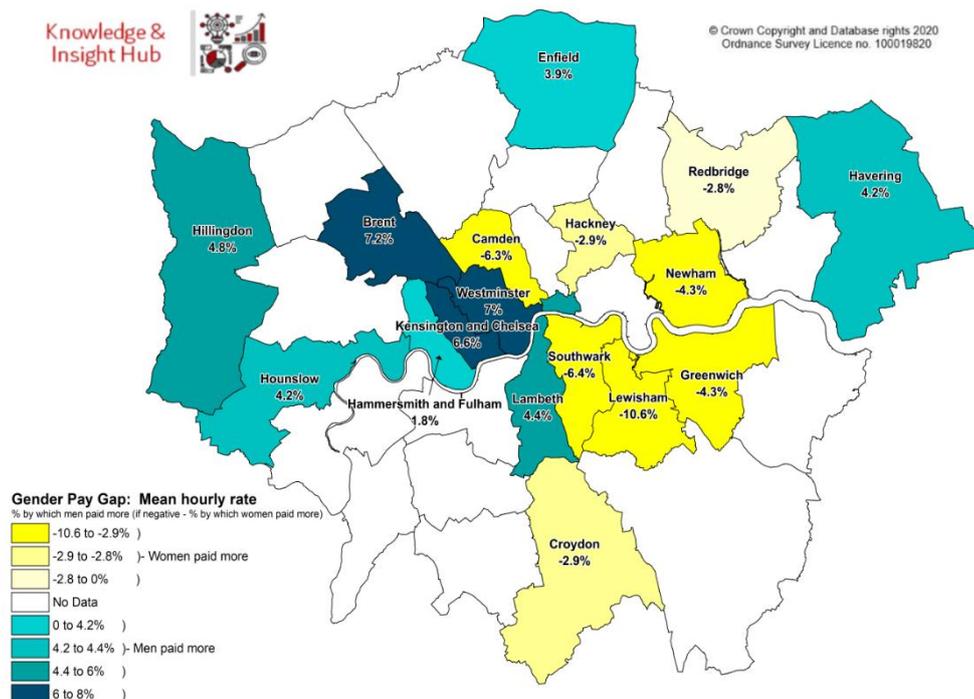
¹Metaswitch is included in this analysis, even though their headquarters have now moved outside the borough.

² The UK Government suspended the March 2020 reporting deadline for GPG statistics for 2018/19 due to Covid-19. This will account for fewer organisations reporting their latest GPG figures.

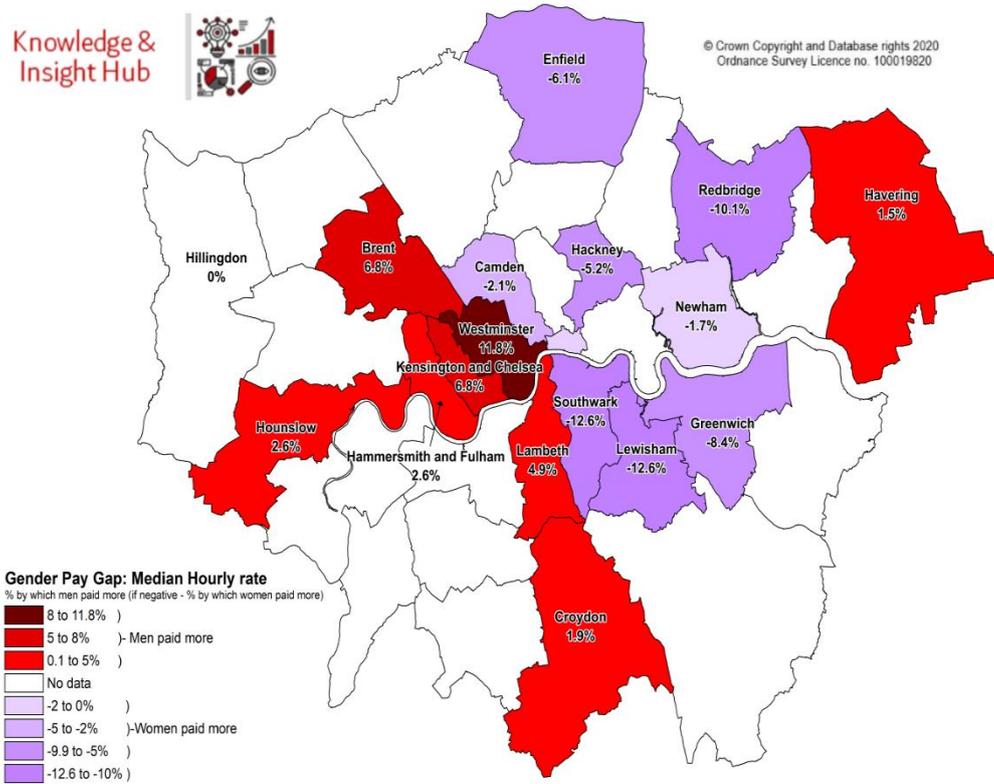
Comparison with other London boroughs as employers

- Fifteen of London's 33 boroughs have not submitted data for the period (as at July 2020), so we can only compare Enfield with the 17 other boroughs who did.
- The map below shows the Mean Hourly Rate Gender Pay Gap (Map 2a below) for the boroughs who supplied data. Eight of these have a mean hourly rate favouring woman. Lewisham's mean hourly rate gender gap is over 10% in favour of female employees.
- Boroughs in which women are paid more than men on this measure tend to be in central, east and south London.

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



Map: Enfield Council and other London boroughs as employers: Median hourly rate pay gap



When we consider the Median hourly rate (**Map above**), the picture across London is broadly similar: alongside Enfield, there are seven authorities in which women are paid a higher rate. Again, these are mostly located in central, east and south London.

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

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 three years 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 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. This is summarised in Table 2 below:

Table 2 – Summary

Pay rates	Gender pay gap 2019/20	Gender pay gap 2018/19	Gender pay gap 2017/18	Gender pay gap 2016/17
Mean hourly rate	2.6%	3.9%	4.5%	6.4%
Median hourly rate	-3.1%	-6.1%	-2.9%	1.5%

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.

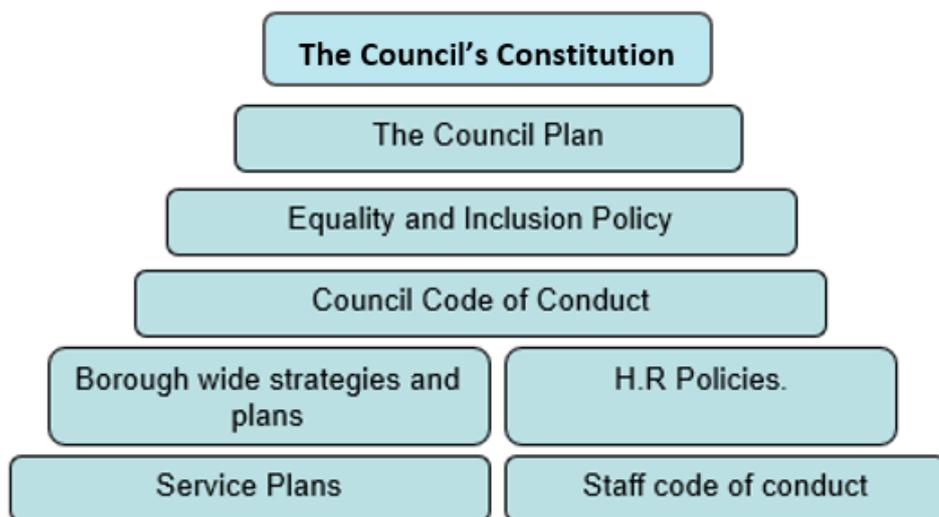
This policy sets out how we are meeting our Public Sector Equality Duty under the Equality Act 2010, which requires us to demonstrate due regard to the need to:

- 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.

The policy should be considered alongside other key documents which set out the expectations and requirements on everyone who works for the Council. The diagram below shows how this policy relates to other key policies and strategies.



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 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 & Wellbeing
- International Women's Day Conference

The Board has hosted three successful International Women's Day conferences, all attended by well over one hundred employees from all parts of the Council. We have been lucky to have some notable and motivational speakers including, Baroness Tanni Grey-Thomson, Liz Earle MBE, Jinjer Kandola, Helen Millichap and Maria Kane. All events hosted by the Board are open to all employees and are well attended. Speakers include career coaches, trainers and 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 get into leadership roles. 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. The Council has now successfully recruited three cohorts over the past three years and is now planning it's fourth cohort.

Six career returners were recruited to the first programme in 2017, all successful applicants were women and all secured on-going employment with the Council. Following the success of the first programme the Council recruited fifteen returners to the 2018 cohort, again all successful applicants were women. At the end of the second programme, all applicants were offered on-going employment but two declined for personal reasons. Five career returners joined the third cohort in September 2019 and four of the five successful candidates were women. At the end of the third programme, three applicants were offered on-going employment (one applicant decided to leave early for personal reasons).

Overall, the retention rate of staff who joined via a career returner programme has been very good. Across the three cohorts twenty-two returners who accepted on-going employment, seventeen remain in our employment.

Learning & Organisational Development Activity

As part of Enfield's commitment as an employer, we believe raising awareness through learning and development opportunities is an integral part of ensuring our staff understand their responsibilities and the Council's expectations. We want to be an organisation where local people choose to work and develop good careers, where staff from different backgrounds work together harmoniously and productively and everyone feels valued. We provide a range of learning modules and workshops to support and enable staff to manage and / or work within a diverse workforce, including:

- **Equality and Diversity in the Workplace**
This is mandatory for all new joiners and increases awareness of equality and diversity in the workplace; the expectations on employees in terms of their behaviour; practical help in challenging unlawful discrimination or inappropriate behaviour.
- **Recruitment & Selection**
This is mandatory for all recruiting managers and provides practical exercises and opportunities for deeper discussion, including improved section on obligations and responsibilities with regards equality, diversity and inclusion as well as unconscious bias.
- **Unconscious Bias**
Where 'unconscious biases' play out in the workplace, this e-learning short course helps officers get to grips with unconscious bias, in order to identify, acknowledge and challenge it in the workplace.

Over the coming year the following courses and programmes will form part of the Council's Equality, Diversity and Inclusion Programme:

- **Inclusive Leadership**
- **Unconscious Bias Workshop**
- **Mentoring Programme** (revised and updated programme of support)
- **Threshold one day career development workshop**
Tailored for female Black, ethnic minority staff to take a fresh look at individual career path and opportunities.

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 4th Career Returner Programme is being planned.
- Creation of a Diversity and Inclusion Consultant role to embed EDI learning initiatives into our workforce

- Continue the roll out of the *Inspirational Leadership Programme* and *Aspirational Leadership Programme*.
- Develop in partnership with other councils a career development programme targeting support for staff of all characteristics to help them progress within their careers.

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