



## 2019 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*			
<b>Pay rates</b>		<b>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)</b>		<b>Gender pay gap - women's pay as a percentage of men's pay</b>	<b>Hourly rate of women</b>	<b>Hourly rate of men</b>	<b>Difference £</b>
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100		3.9%		96.1%	£17.36	£18.06	-£0.70
Median hourly rate (as above calc but for median hourly rates)		-6.1%		106.1%	£16.08	£15.15	£0.93
Pay Quartile Information				Workforce composition			
Pay quartiles	Women	Men	Total	Women headcount	Men headcount	Total headcount	
Proportion of women and men in the <b>upper quartile</b> (paid above the 75th percentile point)	63%	37%	100%	402	304	706	
Proportion of women and men in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	68%	32%	100%	466	240	706	
Proportion of women and men in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	64%	36%	100%	480	225	705	
Proportion of women and men in the <b>lower quartile</b> (paid below the 25th percentile point)	62%	38%	100%	436	270	706	
<b>Bonus pay</b>		<b>Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus</b>		<b>Bonus Gender Pay Gap - women's bonus as a % of men's bonus</b>	<b>Bonus pay of women</b>	<b>Bonus pay of men</b>	<b>Difference £</b>
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

### Senior Level Recruitment

Over the past two 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 an increase in the median pay gap in favour of women. This is summarised in Table 2 below:

**Table 2a – Summary**

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

### Enfield Council Career Returner Programme

Now in its third year 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 recruited three cohorts over the past three years.

Six career returners were recruited to the first programme in 2017 and all successful applicants were women and all secured on-going employment with the Council. To date four of the applicants remain in our employment. Following the success of the first programme the Council recruited fifteen returners to the second 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. To date eleven returners from the second cohort remain in our employment. Five career returners joined the third cohort and started their six-month paid 'returnship' in September 2019. As with previous years, the majority of applicants were women.

### **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 10 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

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 are only open to female employees, and 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.

## **Moving Forward**

The work of the Women into Leadership Board will continue. In addition, the Council is looking to introduce further initiatives to complement our existing programmes and promote our equalities agenda.