



2017 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.

Gender Pay Gap Report

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	6.4%			93.6%	£15.92	£17.01	-£1.09
Median hourly rate (as above calc but for median hourly rates)	1.5%			98.5%	£14.88	£15.11	-£0.23
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%	450	288	738	
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%	495	243	738	
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%	480	258	738	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	64%	36%	100%	476	262	738	
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%						