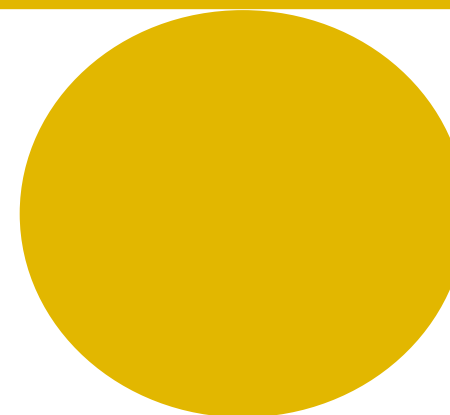


Enfield Council
2023 Pay
Gap
Report



Foreword

Ensuring transparency in pay is a fundamental value at the Council. We recognise that acknowledging any pay disparities is the first step towards addressing and resolving these issues. Disclosing our pay gap data aligns with our commitment to fair pay.

As a Living Wage employer since 2011, we not only adhere to the minimum living wage standards but have set a threshold even higher. Our overarching goal is to combat low pay and poverty by consistently paying our staff the London Living Wage, avoiding the use of zero-hour contracts, and collaborating with suppliers and service providers to uphold these standards. We actively engage with local businesses in our borough to mitigate low pay, ensuring inclusivity and leaving no one behind.

The analysis and reporting of our pay gap have been instrumental in gauging our progress. These critical measurements serve as a reflection of the strides we've taken. Moving forward, we commit to ongoing monitoring and reporting of pay and grades in our annual workforce report, providing an accurate snapshot of current remuneration.

Foreword

Our vision is to create an environment where everyone at Enfield can build and sustain a successful career. This entails deliberate actions to foster an inclusive culture and an agile, flexible working environment. By proactively sharing comprehensive information, we invite open scrutiny of our data and encourage feedback from staff, trade unions, and residents. Embracing transparency allows us to challenge ourselves, identify areas for improvement, and work collectively towards a more equitable future.

Tinu Olowe

Director, Human Resources & Organisation Design

Actions taken to date to reduce pay gaps

- 'Blind' recruitment
- Staff network groups supporting staff from ethnic minority backgrounds, those with a disability and female colleagues
- EDI-related training
- Career returners Scheme – for example, enabling the return of females to the workplace following an extensive career break
- Black on Board - development programme for ethnic minority staff
- Making Council jobs attractive by paying London Living Wage
- Published Fairer Enfield making clear the Council's commitment to potential job applicants
- Threshold Career Development Workshops
- Improvements to a range of approaches including: Maternity Leave Principles, flexible working arrangements and phased returns to work (following return from long term absence)
- New policies/guidance including: Smart Working Policy, Menopause Guidance, DV and Abuse Policy
- Disability Support – for example, advice and guidance for staff with a disability and those who manage them (e.g. access to professional development interventions that caters for the needs of colleagues with a disability)

Background

In addition to providing data by gender, we also provide mean and median pay gap data in relation to the following:

- Ethnicity
- Disabled staff and non-disabled staff



In summary...

Gender Pay Gap

- On average, females receive £0.06 more than male staff. In previous years, males were paid, on average, a higher hourly rate
- When we look at median hourly rates, females are paid £0.53 more
- The mean and median hourly pay rates have generally been trending, for multiple years, towards a narrowing of the pay gaps

Ethnicity Pay Gap (Black Asian Minority Ethnic / White)

- Average hourly rates for Black/Black British/Caribbean/African staff were £3.65 lower than those earned by Asian/Asian British staff (highest mean hourly rate) and £2.14 less than White counterparts
- There is no pay gap when we compare median hourly rates of Black Asian Minority Ethnic (combined) with those of White colleagues. There is a difference in mean hourly pay rates but the multi-year trend indicates that this is narrowing

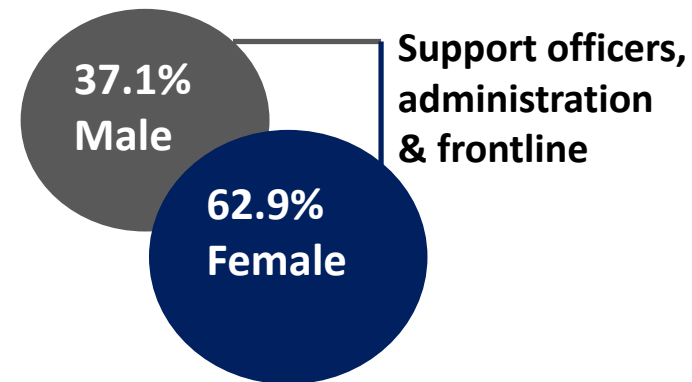
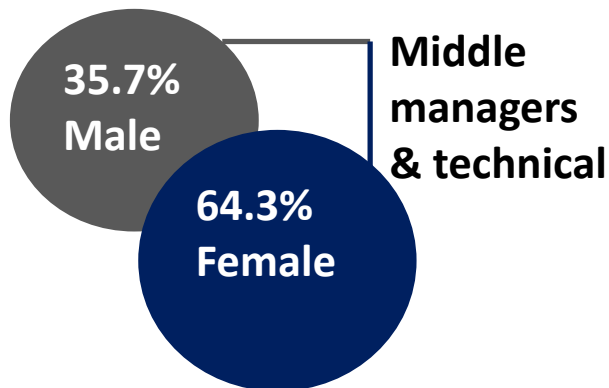
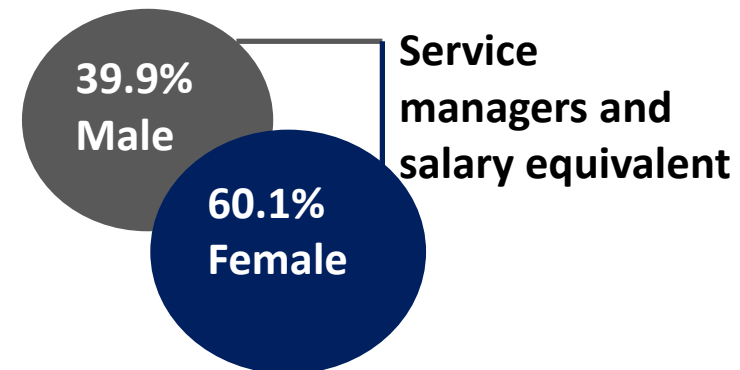
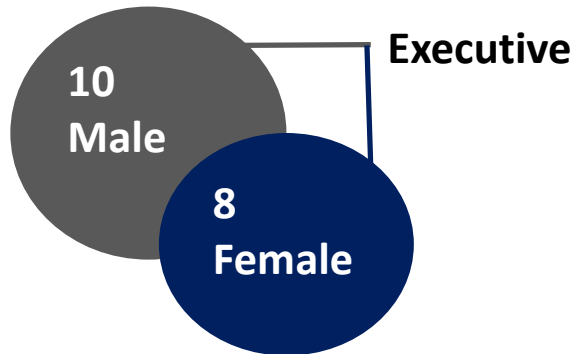
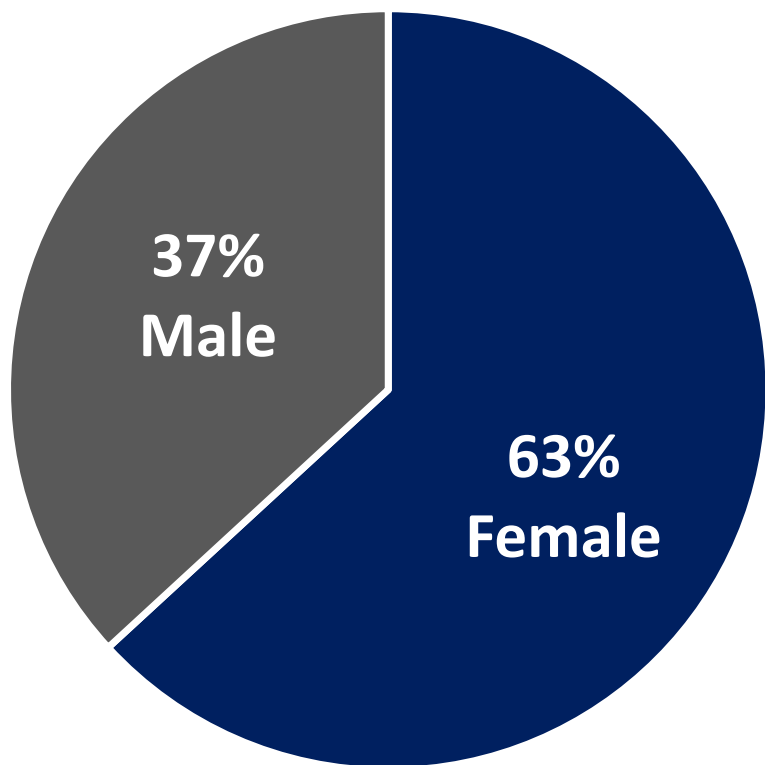
Disability Pay Gap

- Staff with a disability are paid an hourly rate of £0.11 less, on average
- When we look at median hourly rates, there is no difference in pay
- We first reported disability pay gap data in 2022. Since then, there has been a significant reduction in the pay gaps (mean and median)

Gender Pay Gap

The Council workforce - gender

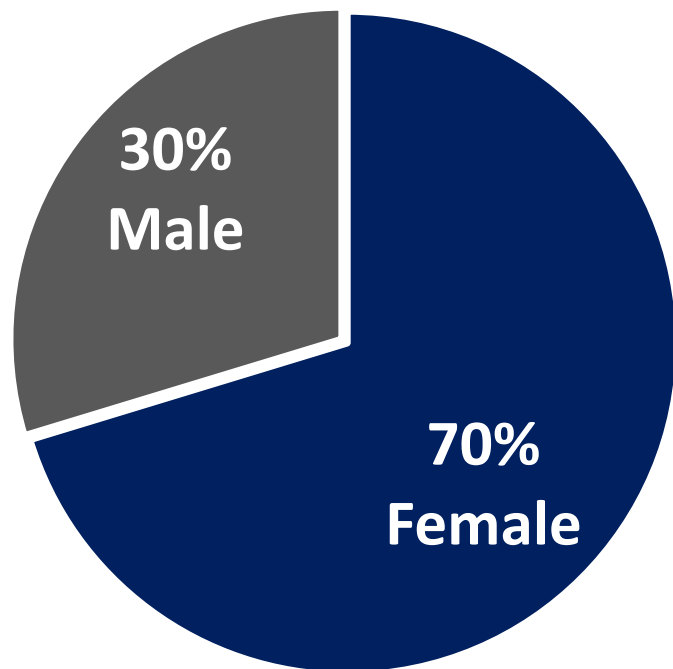
Council workforce



These figures are based on headcount as of 31 March 2023 (casual and agency staff excluded). Total headcount was 3,667. The Executive officers are small in number (18)

Salary data in 2022-23 - gender

Staff who had a grade increase in 2022-23. Split by male and female



Staff may have had a grade increase for a number of reasons (e.g. promotion). 283 had a grade increase.

% of staff who had grade increase between 1 April 2022 and 30 March 2023

53%

of top 5% earners at the Council in 2022-23 are **female**

50%

of top 5% earners at councils in London in 2022-23 are **female** (median)*

% of top 5% earners in LBE as of 2022-23 year end (31 March 2023)

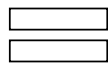
* Data submitted to London Councils by 28 authorities in Greater London

Mean hourly pay gap - gender

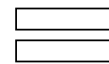
How 'mean' pay gap is calculated

1. The *mean* is commonly referred to as the 'average'. Add the individual pay rates and then divide by the number of records. This is done separately for males and females
2. Take the mean hourly pay for males and subtract the mean hourly pay for women. Divide the result by the mean hourly pay for males. Multiply the figure by 100. A positive figure translates to higher pay for males, a negative score will mean higher pay for females. A score of zero will reflect no pay gap

Female mean
hourly pay rate
£20.27

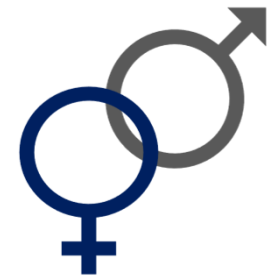


Difference
-£0.06



Male mean
hourly pay rate
£20.21

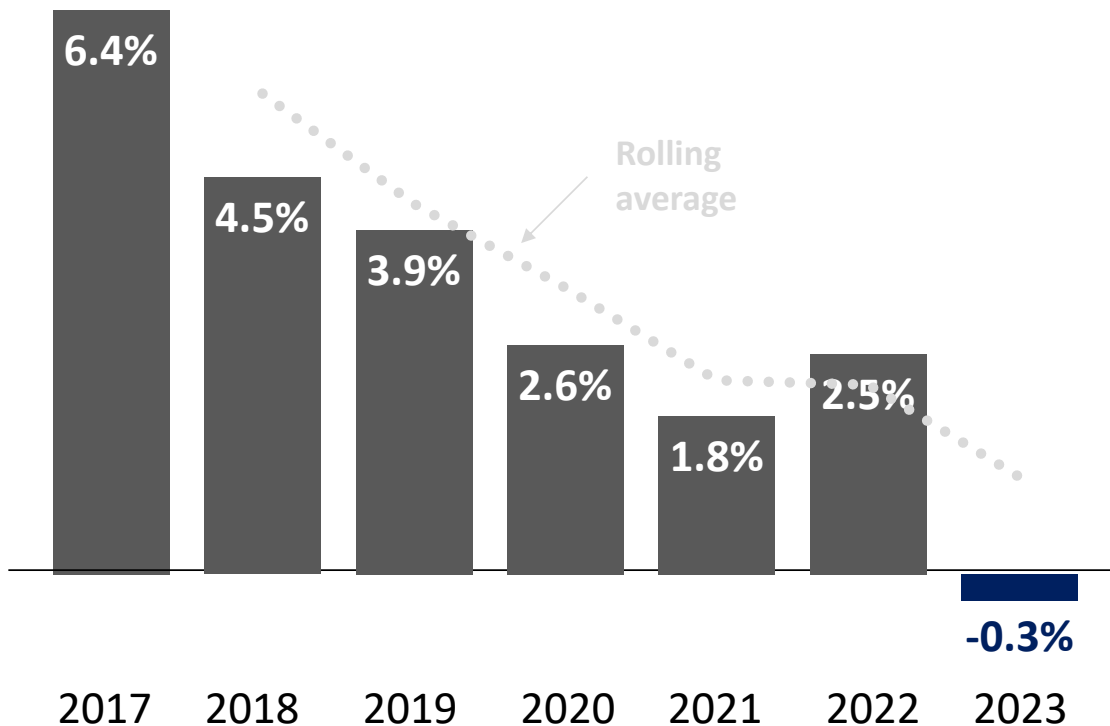
Mean
pay gap



-0.3%

Mean pay gap from 2017 to 2023 - gender

Gender mean pay gap 2017-2023



The gender mean pay gap was at its widest in 2017 and narrowest in 2023.

With the exception of 2022, the mean gender pay gap has reduced each year. The rolling average shows that the trend since 2018 has been for the gap to decrease.

This aligns with the Enfield Council employing more women than men as a whole and women outnumber men in all pay quartiles.

Median hourly pay gap - gender

How 'median' pay gap is calculated

1. The *median* is the middle value in a dataset. Order the full range of hourly pay rates by value, separately for males and females, and then select the midpoint in each
2. Take the median hourly pay for males and subtract the median hourly pay for women. Divide the result by the median hourly pay for males. Multiply the figure by 100. A positive figure translates to higher pay for males, a negative score will mean higher pay for females. A score of zero will reflect no pay gap

Female median
hourly pay rate

£18.30

=

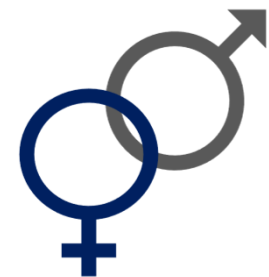
Difference
-£0.53

=

Male median
hourly pay rate

£17.73

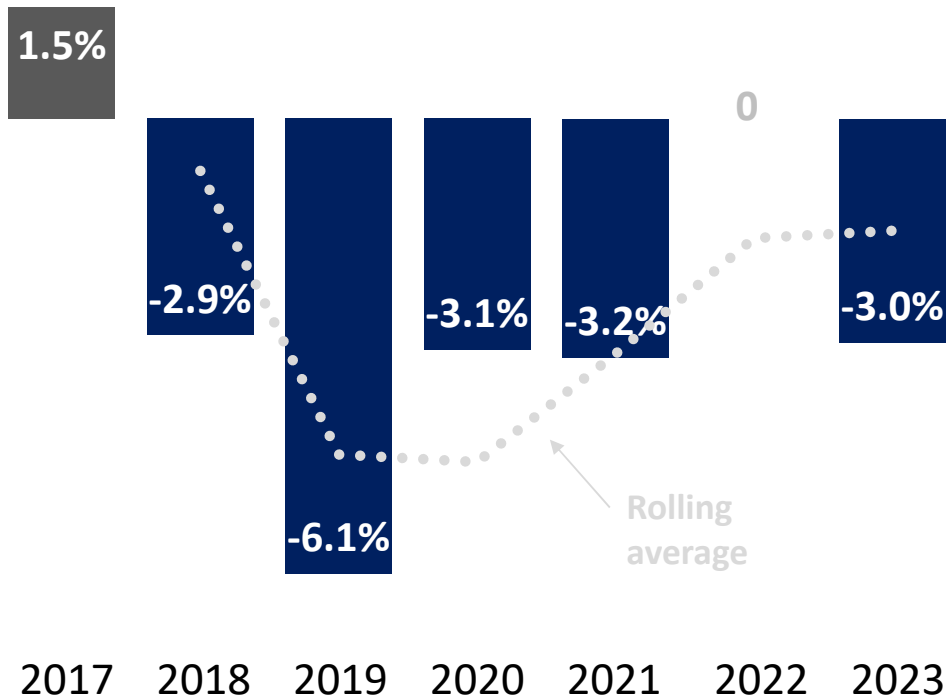
**Median
pay gap**



-3%

Median pay gap from 2017 to 2023 - gender

Gender median pay gap 2017-2023



The gender median pay gap was at its widest in 2019 and narrowest in 2022, in favour of females.

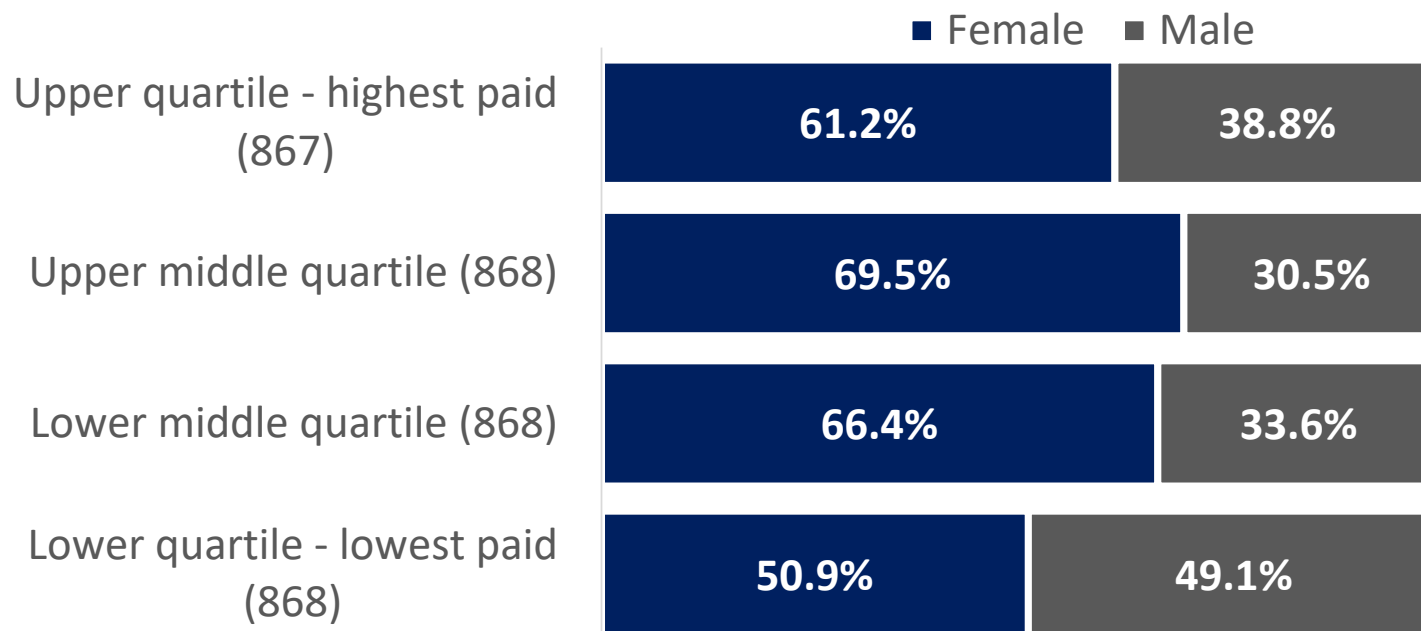
Although the median pay gap has widened since 2022, it remains narrower than it was in 2019, 2020 and 2021. The rolling average shows the pay gap has consistently narrowed since 2020.

Pay quartiles in 2023 - gender

How quartiles are calculated

Hourly rates for all relevant staff are listed in order of value and then split into four equal parts (quartiles). The percentage of both females and males in each of these quartiles are calculated

% of males and females in each quartile

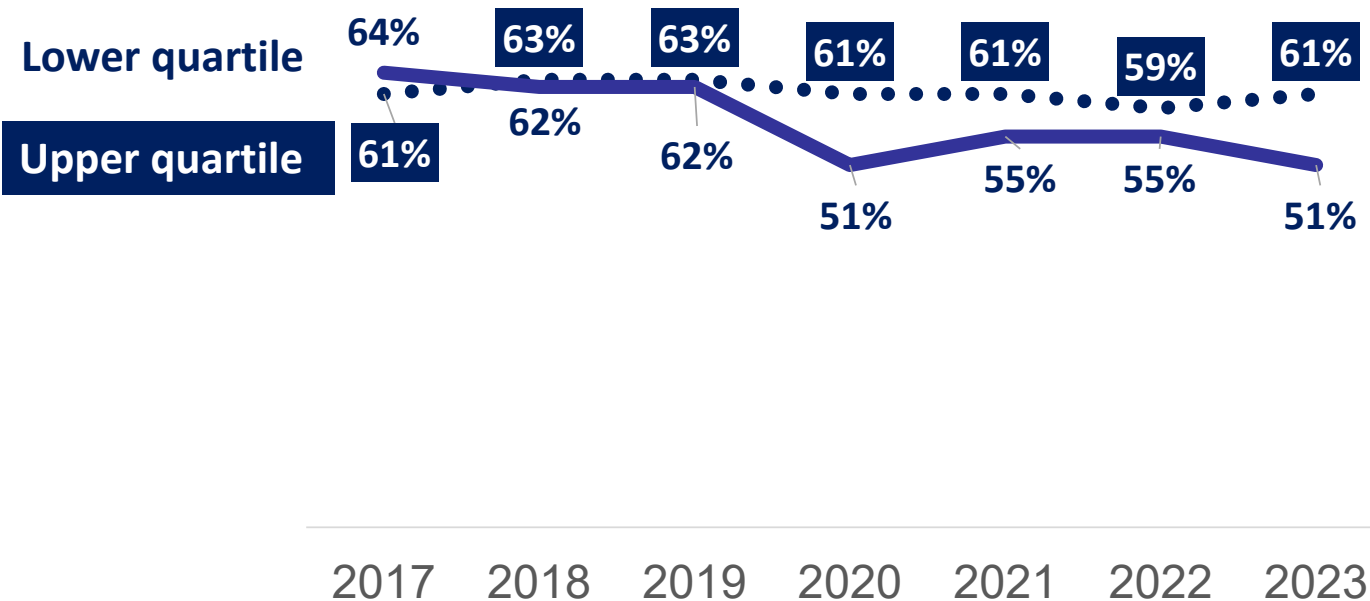


In 2023, females have higher median and mean hourly pay rates. This is reflected in the higher proportion of women in both the upper and upper middle quartiles in 2023 compared to 2022 (59% and 67% respectively in 2022).

63.2% of staff at the Council are female (based on headcount), while 62% of staff whose data was used for the pay gap calculation are female.

Pay quartiles since 2017 - gender

% of female staff in upper and lower quartiles since 2017



Since 2017, the proportion of females in the lower quartile has decreased (64% to 51%), while the % of females in the upper quartile has been fairly stable (ranging from 59% to 63%).

Ethnicity Pay Gap

In this section, there are references to **Ethnic Minority Staff** (this refers to Black, Asian and Minority Ethnic) and **White**. To clarify, Ethnic Minority applies to those who identify as one of the following: Asian / Asian British, Black/Black British/Caribbean/African and those who identify as 'Other' or 'Mixed' ethnicity. 'White' are those who are identify as 'White British' or 'White other' (for example, Greek Cypriot, Turkish and Polish)

Mean hourly pay gap – Ethnic Minority/White

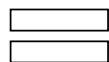
How 'mean' pay gap is calculated

1. The *mean* is commonly referred to as the 'average'. Add the individual pay rates and then divide by the number of records. This is done separately for Ethnic Minority and White staff
2. Take the mean hourly pay for White staff and subtract the mean hourly pay for Ethnic Minority staff. Divide the result by the mean hourly pay for White staff. Multiply the figure by 100. A positive figure translates to higher pay for white staff, a negative score will mean higher pay for Ethnic Minority employees. A score of zero will reflect no pay gap

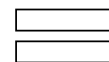
Ethnic Minority

mean hourly pay
rate

£19.61



Difference
£1.51



White mean
hourly pay rate

£21.12

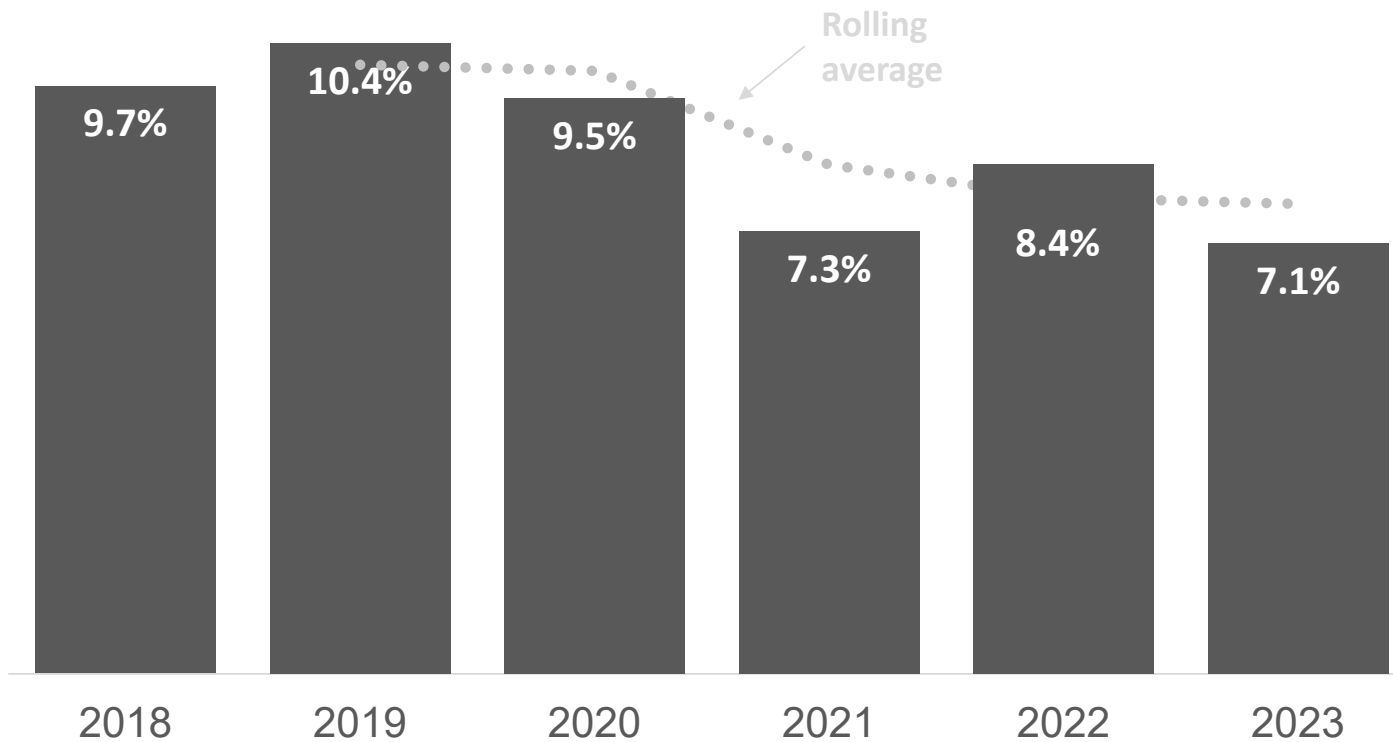
Mean
pay gap

7.1%

Base: Ethnic Minority (1,293), White (1,856). NB we do not have the data for 322.

Mean hourly pay gap trend – Ethnic Minority/White

Ethnic Minority mean pay gap 2018-2023



The mean pay gap has been trending downwards since 2020 (as shown by the line displaying the annual rolling average).

Median hourly pay gap – Ethnic Minority/White

How 'median' pay gap is calculated

1. The *median* is the middle value in data. Order the full range of hourly pay rates, separately for white and ethnic minority staff, and then select the midpoint in each
2. Take the median hourly pay for white staff and subtract the median hourly pay for ethnic minority staff. Divide the result by the median hourly pay for white staff. Multiply the figure by 100. A positive figure translates to higher pay for white staff, a negative score will mean higher pay for ethnic minority employees. A score of zero will reflect no pay gap

Ethnic minority

median hourly
pay rate

£18.30

=

Difference

=

0

White median
hourly pay rate

£18.30

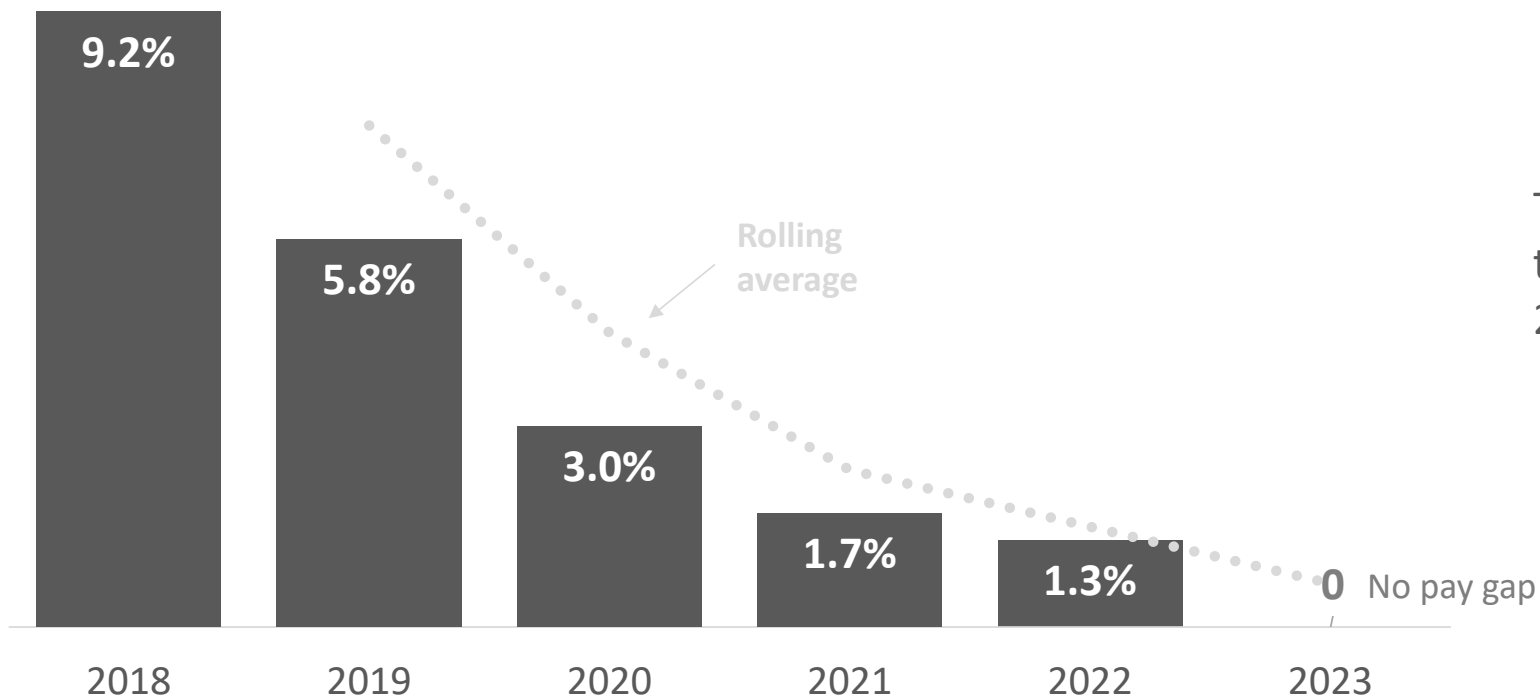
**Median
pay gap**

0

Base: Ethnic Minority (1,293), White (1,856). NB we do not have the data for 322

Median hourly pay gap trend – Ethnic Minority/White

Ethnic Minority median pay gap 2018-2023



The median pay gap has been trending downwards since 2019.

Median and mean hourly pay gap – ethnic category

| 2023 Ethnicity Pay Gap | | | | | | |
|---|--------|------------|----------------|--------|------------|------------------|
| Ethnic Group | Mean | Difference | Pay gap (mean) | Median | Difference | Pay gap (median) |
| White (1,856) | £21.12 | - | - | £18.30 | - | - |
| Asian / Asian British (187) | £22.63 | -£1.51 | -7.1% | £19.73 | -£1.43 | -7.8% |
| Black/Black British/Caribbean/African (926) | £18.98 | £2.14 | 10.1% | £18.02 | £0.28 | 1.5% |
| Mixed (129) | £20.25 | £0.87 | 4.1% | £18.30 | £0.00 | 0 |
| Other (51) | £18.37 | £2.75 | 13.0% | £17.48 | £0.82 | 4.5% |
| Not declared (322) | £17.74 | £3.38 | 16.0% | £14.81 | £3.49 | 19.1% |
| Ethnic minority - combined (1,293) | £19.61 | £1.51 | 7.1% | £18.30 | £0.00 | 0 |

The information in the 'difference' and 'pay gap' columns detail the differences compared to the hourly rates of White staff
Base sizes in parenthesis.

Disability Pay Gap

Mean hourly pay gap – disability

How 'mean' pay gap is calculated

1. The *mean* is commonly referred to as the 'average'. Add the individual pay rates and then divide by the number of records. This is done separately for staff who have a disability and those who do not
2. Take the mean hourly pay for staff who do not have a disability and subtract the mean hourly pay for disabled employees. Divide the result by the mean hourly pay for staff who do not have a disability. Multiply the figure by 100. A positive figure translates to higher pay for staff who do not have a disability, a negative will mean higher pay for those who have a disability. A score of zero will reflect no pay gap

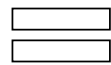
Disability mean
hourly pay rate

£20.54

No disability

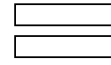
mean hourly pay rate

£20.43



Difference

-£0.11



**Mean
pay gap**

-0.5%

Base: has a disability (201), no disability (3,020). NB we do not have the data for 250 (these staff have not declared this information)

Median hourly pay gap – disability

How 'median' pay gap is calculated

1. The *median* is the middle value in data. Order the full range of hourly pay rates, separately for staff with no disability and staff with a disability, and then select the midpoint in each
2. Take the median hourly pay for staff who do not have a disability and subtract the median hourly pay for those with a disability. Divide the result by the median hourly pay for those who do not have a disability. Multiply the figure by 100. A positive figure translates to higher pay for staff who do not have a disability, a negative will mean higher pay for those who have a disability. A score of zero will reflect no pay gap

Disability median

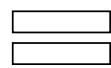
hourly pay rate

£18.30

No disability

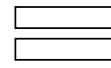
median hourly pay
rate

£18.30



Difference

0

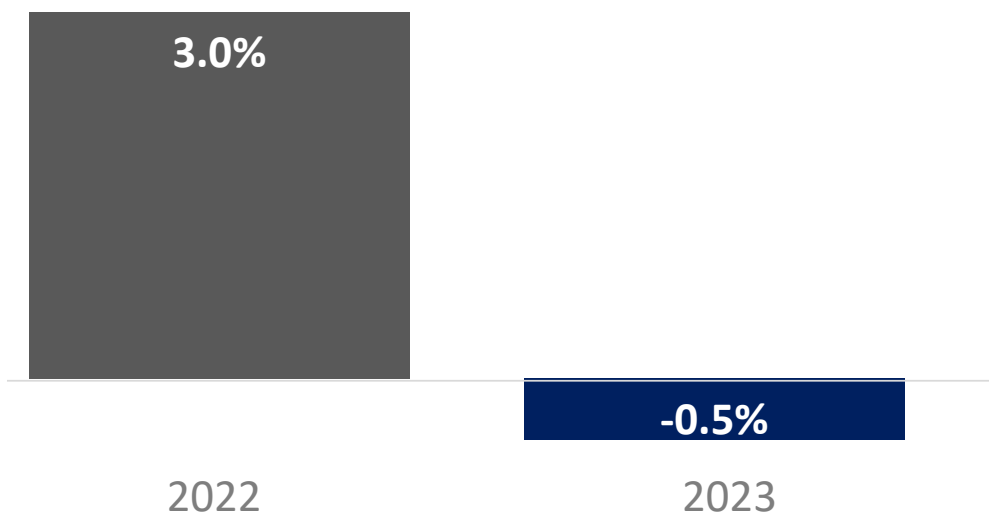


**Median
pay gap**

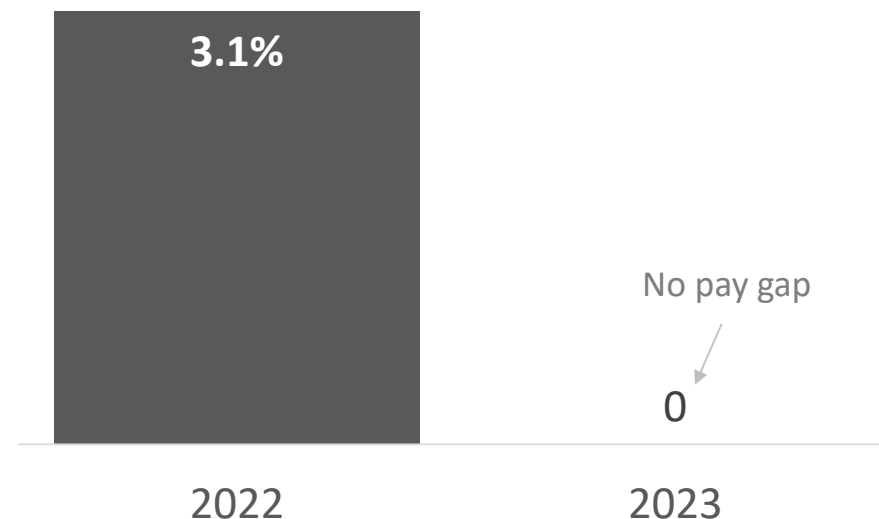
0

Mean and median pay gap in 2022 and 2023 - disability

Disability mean pay gap
2022-2023



Disability median pay gap
2022-2023



The proportionate distribution of both staff with a disability and those who do not have a disability across the pay scales, are identical. This is mean and median scores being low.

Ongoing work

Workforce Policies and Strategies

- The Council will continue to review and develop workforce policies to support a diverse workforce, for example, the Smart Working Policy promotes hybrid and flexible working, supporting The Smallest Things Campaign by providing additional paid leave for parents of premature babies. The Council will publish its maternity benefits and comply with the pending statutory changes to flexible working requests from April 2024
- The Council's commitment to equalities is outlined in the 2023-2028 Workforce Strategy, Investing in Our People and the Council's Fairer Enfield Strategy 2021-2025. Both documents incorporate a clear action plan to deliver against our ambitions

Staff Network Groups

- The Council supports six staff network groups; Ethnic Minority Staff Group, Women into Leadership, Disability Working Group, Staff Mental Health & Wellbeing, LGBTQ+ and the Young Professionals Network. The groups are run by members of the Council's workforce who are committed and passionate about equality

Recruitment Initiatives

- Reducing bias at the point of recruitment by removing names and equalities data when short-listing applicants, ensuring there are diverse appointment panels in terms of gender and ethnicity.
- Supported internships to support adults with learning disabilities into employment