

London Borough of Hammersmith and Fulham

Gender, Ethnicity and Disability Pay Gaps at March 2023

Introduction:

The Council collects and makes use of a variety of employee data to better understand the diversity of our staff. In addition to helping us to determine our equality and inclusion priorities, this data will enable us identify disproportionality in certain groups of staff and undertake meaningful sector comparisons.

Statutory gender pay gap reporting is one of the ways in which the Council makes data available to evidence the progress we are making on reducing inequality and identifying areas where further improvement is required. In order to increase transparency of pay in our workforce, we have published details of our gender pay gap since 2018 and we have also published our ethnicity pay gap for 2018 onwards and our disability pay gap since 2020 on a voluntary basis.

The Council's gender, ethnicity and disability pay gaps are all significantly below the UK median, and we continue to strive to ensure that the council is considered an attractive employer for everybody in society, and so can truly represent our community. Progress has been made in some areas more than others, and so the council is undertaking analysis to identify why this is the case. Delivering on our action plan with support from our staff-led groups will help to ensure that we continue to focus on closing the gaps over the coming year.

Background to Pay Gap Reporting:

Since March 2017, all employers with more than 250 staff have been required by the Gender Pay Gap Regulations 2017 to publish data on gender pay. As a public sector body, the Council also has to comply with the Public Sector Equality Duty contained in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 ("2017 Regulations").

It is important to note the difference between equal pay and the gender pay gap. Equal pay is about scrutiny of information at the level of the individual employee (to satisfy that there is equal pay for equal value work). The Council uses nationally recognised equality proofed job evaluation schemes to determine the grade for each job. Gender pay gap reporting involves the examination of aggregate data, so it provides statistical information on the workforce as a whole.

The 2017 Regulations specify that the following measures must be published on an annual basis.

They are:

- hourly gender pay gap as a mean.
- hourly gender pay gap as a median.
- bonus gender pay gap as a mean.
- bonus gender pay gap as a median.

- proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
- proportion of males and females when divided into four groups ordered from lowest to highest pay.

The Council has committed to publish the same information for the ethnicity and disability pay gaps on a voluntary basis.

Public sector organisations are required to publish data based on a ‘snapshot’ date of 31st March each year which must be published by 30th March of the following year. The data is published on our website and the GOV UK website. The figures in this report have been calculated using the method set out by above the 2017 Regulations.

Hammersmith and Fulham (H&F) – Highlights for 2023:

The Council’s **median gender pay gap of 7.3% is significantly below the median UK gap of 14.3%** reported by the Office for National Statistics (ONS) for the whole of the UK in 2023.

The Council’s **median ethnicity pay gap of 11.4% is significantly lower than the median UK gap of 18.5%** reported by the ONS for the whole of the UK in 2022 (latest available data).

The most recent figure on the disability pay gap published by the ONS was 13.8% for the whole UK in 2021 (latest available data). **The Council’s median disability pay gap is significantly lower at -2.8% (disabled staff are paid more within the Council).**

Workforce Summary:

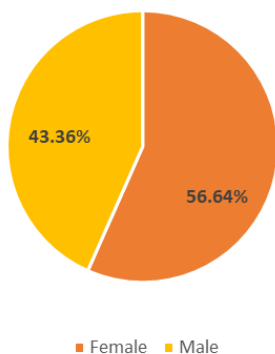
For the Pay Gap Report, we use information of ‘Full Pay Relevant Employees’ In line with the government guidance this means those employees who had their *usual full basic pay (including paid leave or paid for piecework during the pay period in which the snapshot date falls)*. This would exclude those on leave such as maternity, paternity, adoption, parental or shared parental leave, sickness or other unpaid leave (107 employees).

The below data relates to those ‘Full Pay Relevant Employees’ totalling 2,253 employees.

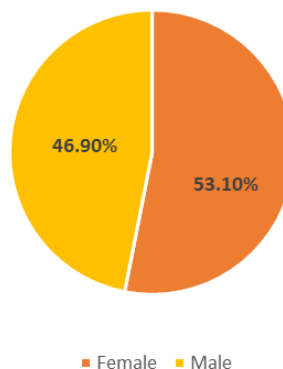
Gender profile

Hammersmith and Fulham have a workforce of 56% Female (1,226 employees) and 44% Male (993) based on payroll gender. The H&F resident demographic is 53% Female and 46% Male. *2021 refers to the latest Census figures available.

Workforce Gender Information (2023)

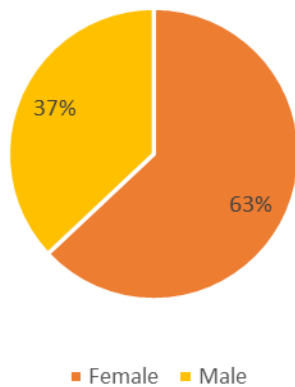


H&F Residents by Gender (2021)



The chart below shows how we are doing as a council in terms of internal progression of the workforce through our Get Ahead Programme and how this compares to the H&F resident demographics and the workforce shown above. The representation of our workforce profile shows a higher representation of women are progressing internally compared to our workforce demographics.

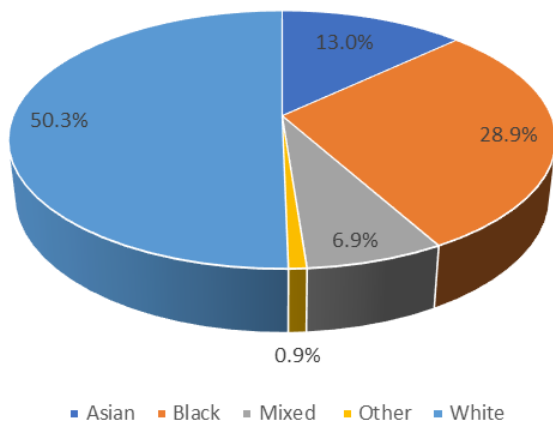
Get Ahead Data 2022-2023
Internal Career Progression



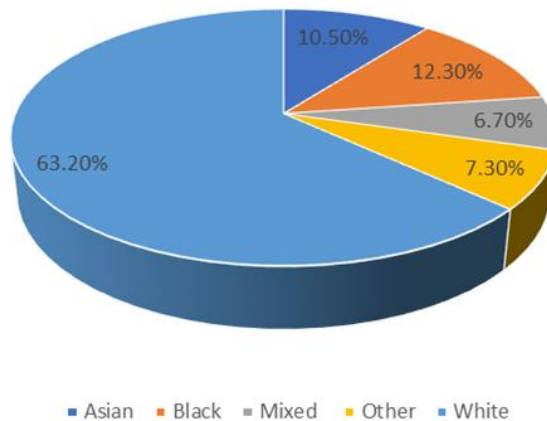
Ethnicity profile

Of those who have declared their Ethnicity, 51% are *White*, 29% are *Black*, 12% are *Asian*, 7% have declared they are *Multi-Ethnic* and 1% have selected *Other*. An additional 5% have stated they would *prefer not to say*. The H&F resident demographic from the 2021 census shows 63% are *White*, 12.3% are *Black*, 10% are *Asian*, 6% have declared they are *Multi-Ethnic*.

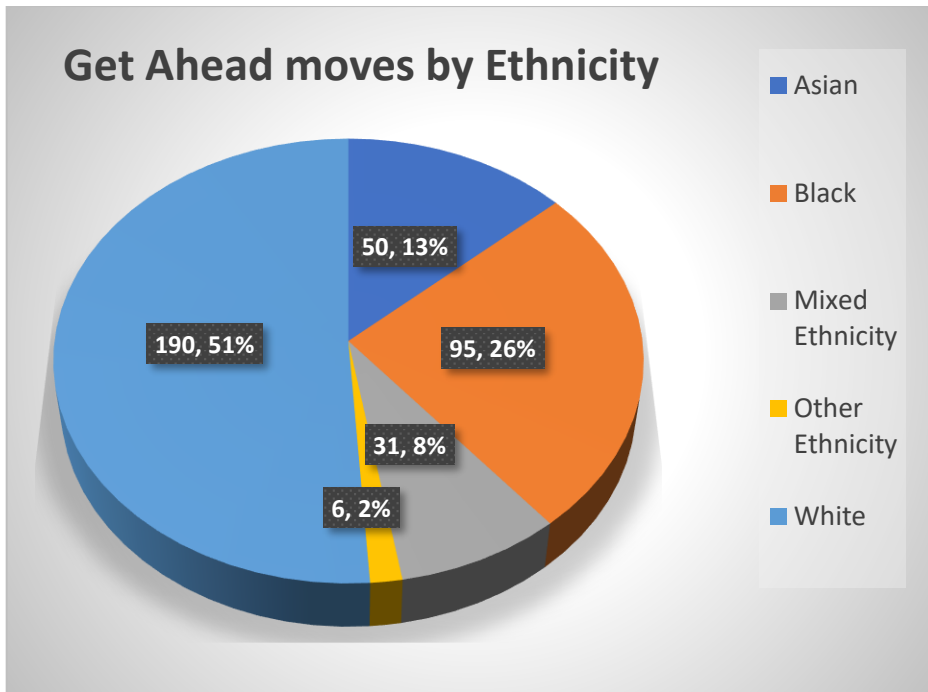
Ethnicity Workforce Information (2023)



Ethnicity H&F Resident Information (2021)



The chart below shows how we are doing as a council in terms of internal progression of the workforce and how this compares to the H&F resident demographics and the workforce shown above. The representation of our workforce profile closely mirrors our Get Ahead internal progression.



Summary of Pay Gaps:

Gender Pay Gap

- The mean gender pay gap is now 4.9%. This is a 0.3% **slightly wider** pay gap than the previous year's figure of 4.6%. *This equates to an average hourly pay for males of £25.12 vs £23.90 for female employees.*
- The median gender pay gap is now 7.3%. This is a 2.0% **wider** pay gap than the previous year's figure of 5.3%.

Based on 2023 data we have seen a slightly wider Gender Pay Gap for H&F, this is considered to be due to a very small reduction of representation of females in the Upper Pay Quartile vs last year, and an increased representation of females in the lower middle quartile of the organisation. 7 of the 11 senior managers that left during this period were female, compared to 2 out of 8 that joined the Council.

50% of hires were female between April 2022 and April 2023.

Ethnicity Pay Gap

- The mean ethnicity pay gap is now 12.2%. This is 1.5% **wider** pay gap the previous year's figure of 10.7%.
- The median ethnicity pay gap is now 11.4%. This is 1.5% **wider** pay gap than the previous year's figure of 9.9%.

Based on 2023 data we have seen a wider Ethnicity Pay Gap for H&F this is considered to be due to an increase in the split Black, Asian and Multi- Ethnic employees vs White employees within the lower pay quartile.

59% of hires between April 2022 and April 2023 were from Black, Asian and Multi-Ethnic backgrounds.

Disability Pay Gap

- The mean disability pay gap is -2.2% (disabled staff paid more), this 0.3% decrease **narrows** the gap compared to the previous year’s figure of -1.9%. *This equates to an average hourly pay of £24.39 for a non-disabled employee vs £24.92 for a disabled employee.*
- The median disability pay gap is -2.8%, this 0.1% decrease further **narrows** the gap compared last year’s figure of -2.7%.

Bonus Pay Gaps

The data is from a snapshot date but any additional/’bonus’ payments made throughout the year are included in the calculations. A ‘bonus’ payment as defined by the Government gender pay gap advice includes honoraria payments and excludes payments such as overtime. Hourly rates and details of difference in bonus payments such as honoraria and the representation of women, Black, Asian and Minority Ethnic employees and disabled staff in each pay quartile are contained in Appendices 1 to 3.

Pay Quartiles

In line with government guidance for further analysis we divide all employees into four pay quartiles, evenly based on hourly pay, this means around 562 employees per quartile.

Definition	H&F Grade ranges
upper hourly pay quarter	Grades PO6 and above
upper middle hourly pay quarter	Grades PO3 – PO5
lower middle hourly pay quarter	Grades SO2 to PO2
lower hourly pay quarter	Grades up to SO1

Gender Pay Quartile

Definition	Male %	Female %	Starter and Leaver narrative
upper hourly pay quarter	51.4% (up from 50.1%)	48.6% (down from 49.9%)	There were more leavers (65) than starters (42) in this quartile overall. For females this meant 19 fewer females starting than leaving the organisation. The increase may

			therefore be due to internal changes and movement of the quartile splits.
upper middle hourly pay quarter	45.0% (down from 46.4%)	55.0% (up from 53.6%)	There were more starters (48) than leavers (41) in this quartile. For females this meant 9 more females starting in this quartile. The reduction in representation may be due to a move in the quartiles through the year. The reduction may therefore be due to internal changes and movement of the quartile splits.
lower middle hourly pay quarter	36.8% (down from 38.3%)	63.2% (up from 61.7%)	There were more starters (76) than leavers (55) in this quartile. For females this meant 13 more females starting. The reduction may therefore be due to internal changes and movement of the quartile splits.
lower hourly pay quarter	42.8% (up from 41.7%)	57.2% (down from 58.3%)	There were more starters (101) than leavers (51) in this quartile. For females this meant 18 more females starting than leaving the organisation.
Target		56%	

Hammersmith and Fulham are committed to progress on gender equality at work and breaking through the 'glass ceiling' women can face when progressing into management ranks. This year has seen a slight widening of the gender pay gap due to a very slight reduction in female representation in the Upper Quartile of the organisation. Our action plan below sets out some of the initiatives we delivering to further support female representation at the senior management level and leadership roles.

Ethnicity Pay Quartile

Definition	White	Black, Asian and multi-ethnic	Narrative
upper hourly pay quarter	66.7% (up from 65.7%)	33.3% (down from 34.3%)	Black, Asian and Multi-Ethnic employees accounted for 37% of leavers (20 employees) vs 33% of starters (14 employees) in this quartile, this equates to 6 employees. Explaining the 1% difference of Black, Asian and Multi-Ethnic employees representation in this quartile.

upper middle hourly pay quarter	50.9% (down from 53.1%)	49.1% (up from 46.9%)	Black, Asian and Multi-Ethnic employees accounted for 32% of leavers (14 employees) vs 47% of starters (24 employees) in this quartile, a 2.2% difference is around 12 employees, so new starters and internal movers account for this increase in representation.
lower middle hourly pay quarter	48.7% (down from 51.7%)	51.3% (up from 48.3%)	Black, Asian and Multi-Ethnic employees accounted for 25% of leavers (14 employees) vs 47% of starters (24 employees) in this quartile.
lower hourly pay quarter	36.9% (down from 41.9%)	63.1% (up from 58.1%)	Black, Asian and Multi- Ethnic employees accounted for 54% of leavers (22 employees) vs 73% of starters (69 employees) in this quartile.
Target		49%	

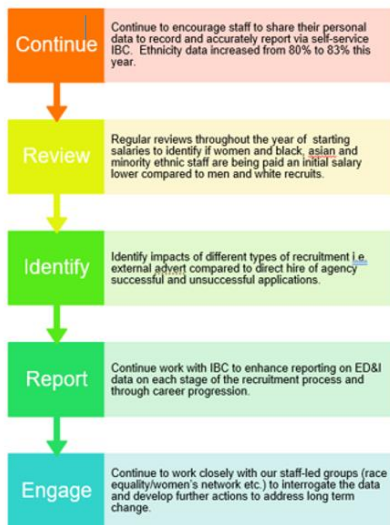
Note: 86% of employees had disclosed their ethnicity, of which 49% were from Black, Asian and Multi-Ethnic employees. A further 5% have stated 'prefer not to say'.

Disability Pay Quartile

Definition	Non-disabled	Disabled	Narrative
upper hourly pay quarter	90.1% (down from 90.9%)	9.9% (up from 9.1%)	9% of the employees included in the March 2023 pay gap data had declared a disability – therefore further narrative may allow for identification.
upper middle hourly pay quarter	90.4% (up from 89.3%)	9.6% (down from 10.7%)	
lower middle hourly pay quarter	91.3% (up from 90.7%)	8.7% (down from 9.3%)	
lower hourly pay quarter	92.2% (down from 92.7%)	7.8% (up from 7.3%)	
Target		9% as a minimum	

Note: 9% of the employees included in the March 2023 pay gap data had declared a disability which is the same as the year before. This is therefore small movement for a small data set.

Measures of success



Continue

We've continued to encourage colleagues to share their ethnicity data through our share not declare initiative and we are now at 91.5% with our overall ambition to aim to get this figure to 100%.

Review

We have been publishing our gender pay gap data since 2018 and have also been publishing details our ethnicity pay gap since 2018 onwards and our disability pay gap since 2020 on a voluntary basis.

Identify

We have been working hard to improve our data sets and have published details of our internal and external campaigns which helps us to identify how we're doing in terms of successful and unsuccessful campaigns.

Report

We have made many enhancements to our ability to report on our EDI data on each stage of the recruitment process and through career progression.

Engage

At H&F, we are committed to 'Becoming an employer of choice and fostering greater inclusion'. As we strive towards becoming one of the most inclusive employers, as they help us promote diversity and build a sense of belonging. We continue to work closely with our 6 staff networks (race equality staff forum, women's network, young person's network, LGBTQIA network, disability equality network, carers network).

Other targeted approaches to address pay gaps:

- Women's Coaching Development Programme.
- Emerging Leaders (Level 5).
- Aspiring Managers (Level 3) will be launched in September.
- We've trained 230 managers on disability, equity and co-production.
- We've trained over 300 hiring managers on our mandatory inclusive recruitment programme.
- We've established the Council's EDI Board.
- We're coproducing policies including Parental Leave and Carers Leave.
- Road shows for front line staff on access to internal progression.
- Succession planning toolkit which we intend to publish during 2024.
- Reciprocal mentoring platform launching in May 2024.
- Career conversations

We have committed to publishing details of our parental leave on our external webpages which will greatly help with our ability to support attraction, help tackle the gender pay gap and allow potential employees to make informed decisions about their future.

Career conversations continue to be offered to staff through our Get Ahead Programme and a focussed approach to reach out to promote our learning offers to our front-line services is currently underway to address any gaps in knowledge on initiatives that are running to support colleagues with their progression.

High level data is shared with our staff networks for the purpose of transparency and openness including workshops on our pay gap reporting and development of future action plans to reduce pay gaps.

Inclusive recruitment

- We continue to gather and monitor data sets associated with the various stages of the recruitment process including data associated with unsuccessful applicants.
- 254 external vacancies and received 3,464 applications.
 - 1 in 2 hires were Female.
 - 1 in 1.6 hires were Black, Asian and Multi-ethnic and 1 in 2.4 hires were White.
 - 1 in 17 hires declared a Disability.
- 214 internal opportunities recruited to through Get Ahead (including secondments/acting up).
- We continue to ensure diverse interview panels and is a mandatory requirement for hiring managers.
- We will be launching our 'wrap around' training on equality, diversity and inclusion to complement our mandatory unconscious bias and equality and diversity at work online modules for all staff.

Appendix 1 – Figures for Gender Pay Gap March 2018 to March 2023

LBHF Gender and Ethnicity Pay Gap Figures - March 2018 to March 2023

Year	The percentage difference in mean pay between males and females			The percentage difference in median pay between males and females			The percentage difference in mean bonus pay between males and females			The percentage difference in median bonus pay between males and females			The proportion of males and females receiving a bonus	
	Mean Male	Mean Female	% Difference	Median Male	Median Female	% Difference	Bonus Mean Male	Bonus Mean Female	% Difference	Bonus Median Male	Bonus Median Female	% Difference	Bonus Received Male	Bonus Received Female
2023	£25.12	£23.90	4.9	£23.26	£21.56	7.3	£1,849	£1,518	17.9	£1,994	£1,200	39.8	11.3	6.9
			4.9			5.5								
2022	£23.62	£22.53	4.6	£21.45	£20.31	5.3	£2,009	£1,740	13.4	£2,136	£1,111	48.0	12.1	8.8
2021	£22.91	£22.08	3.6	£21.01	£19.96	5.0	£2,231	£2,078	6.9	£1,973	£1,706	13.5	16.6	11.2
2020	£22.29	£20.98	5.9	£20.07	£18.97	5.5	£2,164	£1,848	14.6	£2,062	£1,640	20.5	16.8	8.9
2019	£21.41	£21.02	1.8	£19.55	£19.04	2.6	£1,508	£1,379	8.6	£1,436	£947	34.1	20.8	11.8
2018	£21.53	£20.40	5.2	£19.39	£18.67	3.7	£3,366	£4,567	-35.7	£2,241	£3,478	-55.2	14.9	4.2

The proportion of males and female employees in quartile bands								
Year	Upper Quartile Male	Upper Quartile Female	Upper Middle Quartile Men	Upper Middle Quartile Female	Lower Middle Quartile Men	Lower Middle Quartile Female	Lower Quartile Male	Lower Quartile Female
2023	51.4	48.6	45.0	55.0	36.8	63.2	42.8	57.2
2022	50.1	49.9	46.4	53.6	38.3	61.7	41.7	58.3
2021	51.0	49.0	44.6	55.4	38.6	61.4	44.8	55.2
2020	51.9	48.1	44.8	55.2	38.1	61.9	44.7	55.3
2019	46.0	54.0	45.4	54.6	38.4	61.6	44.5	55.5
2018	50.7	49.3	39.6	60.4	37.1	62.9	43.8	56.2

Appendix 2 – Figures for Ethnicity Pay Gap March 2018 to March 2023

Year	The percentage difference in mean pay between White and Black and Minority Ethnic Employees			The percentage difference in median pay between White and Black and Minority Ethnic Employees			The percentage difference in mean bonus pay between White and Black and Minority Ethnic Employees			The percentage difference in median bonus pay between White and Black and Minority Ethnic Employees			The proportion of White and Black and Minority Ethnic Employees receiving a bonus	
	Mean White	Mean BAME	% Difference	Median White	Median BAME	% Difference	Bonus Mean White	Bonus Mean BAME	% Difference	Bonus Median White	Bonus Median BAME	% Difference	Bonus Received White	Bonus Received BAME
2023	£26.15	£22.97	12.2	£24.33	£21.56	11.4	£1,550	£1,943	-25.4	£1,320	£2,069	-56.7	7.4	11.1
			12.2			11.4								
2022	£24.45	£21.83	10.7	£22.54	£20.31	9.9	£1,879	£1,997	-6.3	£1,452	£2,147	-47.9	9.0	14.2
2021	£23.90	£21.31	10.8	£21.63	£19.49	9.9	£2,165	£2,228	-2.9	£1,706	£2,158	-26.5	12.5	16.5
2020	£23.10	£20.21	12.5	£20.21	£18.62	7.9	£1,940	£2,349	-21.1	£1,578	£2,445	-54.9	16.0	18.2
2019	£21.97	£19.62	10.7	£20.04	£18.26	8.9	£1,409	£1,600	-13.6	£1,026	£1,481	-44.3	13.9	19.0
2018	£22.26	£19.61	11.9	£19.98	£18.02	9.8	£5,021	£2,655	47.1	£3,702	£2,164	41.5	8.4	11.4

Note: Ethnicity data for 2023 available for 86% of employees compared to 84% in 2022, 83% in 2021 and 80% in 2020 and 2019.

The proportion of White and Black and Minority Ethnic Employees in quartile bands								
Year	Upper Quartile White	Upper Quartile BAME	Upper Middle Quartile White	Upper Middle Quartile BAME	Lower Middle Quartile White	Lower Middle Quartile BAME	Lower Quartile White	Lower Quartile BAME
2023	66.7	33.3	50.9	49.1	48.7	51.3	36.9	63.1
		-1.0		2.2		3.0		5.0
2022	65.7	34.3	53.1	46.9	51.7	48.3	41.9	58.1
2021	64.5	35.5	55.7	44.3	50.9	49.1	41.2	58.8
2020	68.0	32.0	54.8	45.2	46.0	54.0	41.8	58.2
2019	69.8	30.2	58.7	41.3	47.4	52.6	44.4	55.6
2018	70.8	28.9	56.7	43.3	48.6	51.4	43.5	56.5

Appendix 3 – Figures for Disability Pay Gap March 2020 to March 2023

Year	The percentage difference in mean pay between employees who have and have not declared a disability			The percentage difference in median pay between employees who have and have not declared a disability			The percentage difference in mean bonus pay between employees who have and have not declared a disability			The percentage difference in median bonus pay between employees who have and have not declared a disability			The proportion of employees who have and have not declared a disability receiving a bonus	
	Have not declared a disability	Have declared a disability	% Difference	Have not declared a disability	Have declared a disability	% Difference	Mean Bonus: Have not declared a disability	Mean Bonus: Have declared a disability	% Difference	Median Bonus: Have not declared a disability	Median Bonus: Have declared a disability	% Difference	Have not declared a disability	Have declared a disability
2023	£24.39	£24.92	-2.2	£22.63	£23.26	-2.8	£1,718	£1,704	0.8	£1,532	£1,295	15.5	8.8	9.1
			-1.7			-3								
2022	£22.97	£23.41	-1.9%	£20.82	£21.38	-2.7%	£1,853	£2,127	-14.8%	£1,675	£1,967	17.4	11.4	9.5
2021	£22.48	£22.15	1.5%	£19.96	£20.46	-2.5%	£2,178	£1,843	15.4%	£1,876	£1,813	3.4	10.1	9.4
2020	£21.60	£21.28	1.5%	£19.42	£19.42	0.0%	£2,038	£2,139	-5.0%	£1,898	£1,912	-0.7	16.4	12.5

The proportion of employees who have declared and not declared a disability in quartile bands								
Year	Upper Quartile: Have not declared a disability	Upper Quartile: Have declared a disability	Upper Middle Quartile: Have not declared a disability	Upper Middle Quartile: Have declared a disability	Lower Middle Quartile: Have not declared a disability	Lower Middle Quartile: Have declared a disability	Lower Quartile: Have not declared a disability	Lower Quartile: Have declared a disability
2023	90.1	9.9	90.4	9.6	91.3	8.7	92.2	7.8
2022	90.9	9.1	89.3	10.7	90.7	9.3	92.7	7.3
2021	92.7	7.3	90.2	9.8	90.0	10.0	93.2	6.8
2020	92.1	7.9	90.4	9.6	90.8	9.2	93.3	6.7

