

Title of Report	Gender and Ethnicity Pay Gap 2023
Key Decision No	F S279
For Consideration By	Cabinet and Full Council
Meeting Date	Cabinet 22 January 2024 and Full Council 28 February 2024
Cabinet Member	Cllr Carole Williams, Cabinet Member for Employment, Skills and Human Resources
Classification	Open
Ward(s) Affected	None
Key Decision & Reason	For noting
Implementation Date if Not Called In	n/a
Group Director	Dawn Carter-McDonald, Interim Chief Executive

1. **Cabinet Member's introduction**

- 1.1. Promoting a diverse workforce has been a Council priority since 2018. This was reflected in the Single Equality Scheme adopted in November of that year. Considerable progress was made between 2018 and 2022 and this was reported in the Corporate Plan update in February 2022 which can be found here: <https://hackney.gov.uk/strategic-plan>
- 1.2. The Council's focus on workforce diversity has been further strengthened with the appointment of the Director of HR and OD. The draft Equality Plan includes a renewed objective on this: "Take action to develop the leadership and management culture and ensure workforce diversity at all levels".
- 1.3. Hackney Council has published information relating to the differences in pay between men and women as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (published in April 2018). The Gender Pay Gap report is published annually on both the council's

website and on a dedicated central government site. This is the seventh annual report for Hackney Council.

- 1.4. Reporting on and understanding the intersectional impact of pay gaps on gender as well as other protected characteristics is part of our Strategic Plan.
- 1.5. Therefore, while there is no statutory requirement to do so, Hackney also produces the ethnicity pay gap. The ethnicity pay gap is presented in this report.
- 1.6. We want to produce a disabled staff pay gap, however reporting rates are such that this data is not currently statistically significant (17% of staff choose “prefer not to say” when asked if they are disabled and only 5% identify as being disabled). To address this we will commit to improving reporting rates over the next two years.
- 1.7. In fact, less than half of our workforce profiles (46%) have every equality field completed (including fields such as ethnicity, disabled status, age, sexuality, etc.). This makes it difficult for us to currently draw meaningful insight from our data.
- 1.8. Once we are able I also want to apply an intersectional lens, for example, to look at the pay gap specifically for Black and Global Majority Ethnicity Women.
- 1.9. Many of our residents and employees have felt a state of ‘perma-crisis’ since 2020. With Brexit, the COVID-19 pandemic, the war in Ukraine, and the cost of living crisis all having long-term effects on standards of living. Hackney is more committed than ever to understanding our pay gaps, identifying barriers to progression for some, and working strategically to ensure that everyone feels they belong here.
- 1.10. Over the past few years, there has been an increased investment in people and workforce planning, culminating in a redesign of the Council’s Human Resources and Organisational Development function including new roles specifically supporting Equality, Diversity and Inclusion (EDI). While the effects of the service redesign itself won’t be seen in this data, I’m confident the increased investment will become apparent over time.

2. Interim Group Director's introduction

- 2.1. Paying men and women different wages for doing the same job has been illegal for some time. Yet in many organisations there is still a trend that men earn more. This has been seen as such a significant issue by the government, that in 2017 they legislated that all businesses with over 250 employees, are required to publish figures that measure this difference by

comparing the average salaries of men to the average salaries of women and quantifying the difference.

- 2.2. Each year we are required to update this figure and publish it alongside supporting analysis on our public website.
- 2.3. At Hackney, encouraged by Councillor Williams, we also publish our ethnicity pay gap, which measures the difference in average salaries of white employees and those who are Black or of a Global Majority ethnicity.
- 2.4. We do this because it is an important measure against which we should be accountable, and because we want to be able to see the impact of our action as we commit to being anti-racist.
- 2.5. Unlike many London boroughs, Hackney Council's gender pay gap is in favour of women, and actually more so this year than last. What this tells us is that there are either more men in the lower-paid bands or more women in the higher-paid bands and this difference (or a combination of both) has increased since last year.
- 2.6. In Hackney the difference is mainly caused by having more men earning wages that fall in the lowest quartile. This category covers roles such as recycling assistant, environmental operative, and grounds maintenance employees, which tend to attract mostly men, particularly those of Black or Global Majority ethnicities.
- 2.7. The data set for 2022/23 captures a transfer of staff who joined Hackney in April 2022 from Parking and Markets services. The demographic breakdown of these teams have slightly changed our results.
- 2.8. Here is a breakdown of the Parking and Markets staff who were transferred across in April 2022 and who still remain working at the Council:

	Women		Men		Total	
Quartile 1			1	1.1%	1	1.1%
Quartile 2	2	2.2%	8	8.8%	10	11%
Quartile 3			2	2.2%	2	2.2%
Quartile 4	15	16.5%	63	69.2%	78	85.7%
	17	18.7%	74	81.3%	91	100%

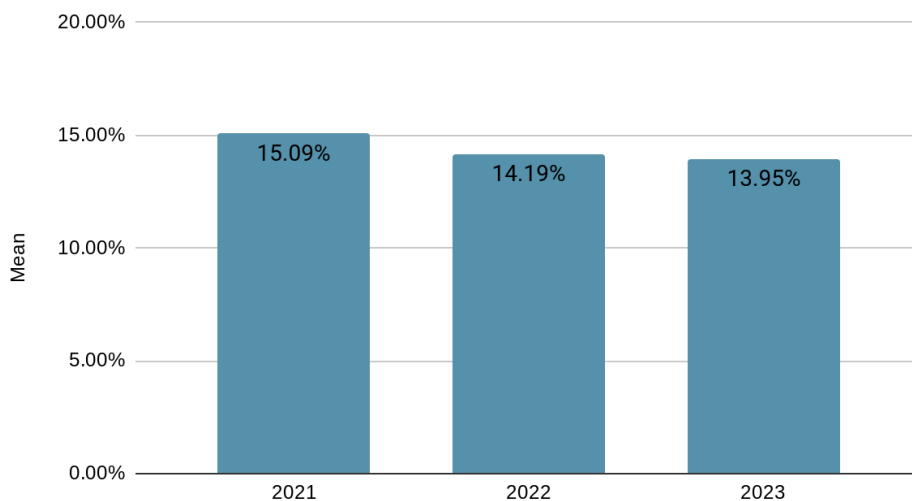
	Black and Global Majority		White		Total	
Quartile 1	1	1.2%			1	1.2%
Quartile 2	4	4.8%	6	7.1%	10	11.9%
Quartile 3	2	2.4%			2	2.4%
Quartile 4	60	71.4%	11	13.1%	71	84.5%
	67	79.8%	17	20.2%	84	100%

2.9. This is one of the contributing factors that has led to our mean gender pay gap increasing from 1% in favour of women in 2022 to 3.9% in favour of women in 2023.

2.10. We have also seen a number of senior women either recently joining or being promoted to the Corporate Leadership Team. Only one of these moves happened before the data snapshot was taken for this report, meaning we won't see the effect of the other changes until next year's report.

2.11. In contrast to this however, Hackney Council's mean ethnicity pay gap has continued to decrease although only marginally. This is despite the significant increase in Black and Global Majority staff in the lowest quartile caused by the transfer of staff from Parking and Markets.

Mean Ethnicity Pay Gap (2021 to 2023)



2.12. We can be cautiously optimistic about this continued improvement, which should encourage us to continue in our efforts towards building an anti-racist

Council.

3. Recommendation

3.1. **Cabinet and Council are invited to note the contents of this report.**

4. Review of previous action plan

4.1. The 2022 Pay Gap report committed to achieving the following KPIs:

4.2. **Aim to close the 10% gap between staff who feel the Council is committed to Equality in policy and those who feel the Council is committed in practice**

The original measure was taken from the 2016 staff survey. In 2018, the gap had unfortunately grown to 13% (between 82% in principle and 69% in practice) and in 2021 it was slightly higher again at 14% (between 76% in principle and 62% in practice). A more recent measure isn't available since Hackney hasn't run a more recent staff survey.

4.3. **Aim for there to be a higher proportion of disabled staff working at the Council**

In 2022 5.71% of staff declared being disabled, compared to 5.38% in 2023. While this number has fallen slightly, there are also levels of uncertainty due to 17% of staff who have not made declarations in relation to disability. This means the data we hold currently is not statistically reliable. Hackney Council commits to improving the declaration rates of disabled staff over the next two years to ensure we can form more reliable insights about our disabled colleagues.

4.4. **Aim for senior management to be more reflective of Hackney's diversity (ethnic origin and disability)**

In terms of ethnicity, in 2022 28.51% of Senior Management staff (SM and CO grade) were Black and Global Majority compared with 31.51% in 2023 (an improvement of three percentage points). In terms of disabled status, as mentioned in point 3.3, the data we have is not robust enough to produce confident measures. That is why improving the declaration rates of disabled staff will be a key priority.

4.5. **Aim for managers to feel more confident and competent in promoting equality and addressing workforce diversity.**

A baseline for this measurement hasn't yet been established and therefore measuring our achievement of this aim needs to be considered.

4.6. **Aim for disabled staff to be more satisfied with the Council as an employer and for a higher proportion feel that the Council is committed to Equality in practice**

As mentioned in point 3.3 the data we have is not currently strong enough to produce confident measures.

4.7. **Aim to narrow the ethnicity pay gap**

While we have reduced the ethnicity pay gap for a third time in a row, from 14.19% to 13.95% (an overall improvement of 0.24%) we aim to improve it by a more significant margin in future.

5. **Reasons for decision**

5.1. While our mean gender pay gap continues to grow in favour of women, we cannot become complacent as the difference could easily be reversed.

5.2. In May of this year (2023) Hackney increased its provision for supporting equality, diversity, and inclusion for the workforce by recruiting a designated Workforce Inclusion Officer, and further investment in recruiting a Head of Organisational Development, Strategic Workforce, and Inclusion.

5.3. These additional resources will lead all equality, diversity, and inclusion initiatives aimed at supporting the workforce.

5.4. We must also work hard to continue reducing the ethnicity pay gap.

5.5. As pledged by Councillor Williams, “[Hackney Council] will continue to develop an Anti-Racism Action Plan, maintaining our stance as an anti-racist council and borough.”

5.6. As an organisation, Hackney continues to be more actively anti-racist, by inviting conversations about racism and providing specialist support for staff who have experienced racialised trauma.

5.7. In late 2021, a 10-week pilot scheme provided peer support to workers in Hackney, listening to the voices of Black and Global Majority colleagues as they shared their day-to-day lived experiences of racism.

5.8. As a result of this pilot, we launched racialised trauma peer support sessions, utilising the peer support model, to help alleviate some of the symptoms of racialised trauma.

5.9. In 2023 we ran several peer support sessions specifically to support staff regarding the case of Child Q. We allocated 60 spaces, had 41 sign-ups, and

23 people attended. We also commissioned one-to-one counselling for 15 members of staff who requested support.

- 5.10. We are now undertaking an evaluation of the feedback from these provisions and will use this to inform future services and support in this area.
- 5.11. In October 2023, the Council held its second Anti-Racism Summit, which was open across the whole Council for the first time.
- 5.12. The Summit started with a live day-long event that welcomed 550 employees in person, with 2,700 employees joining live online and many more watching the recording. It was the most highly attended staff event in Council history, with a total equivalent to over half of our workforce in attendance either in person or online.
- 5.13. After the initial launch event, each Council directorate delivered events that were designed for their areas but were open to all staff. In total, there were around 30 directorate-specific events. Evaluation of the events resulted in an average satisfaction rating of 4.5 out of 5.
- 5.14. One of these specific events focused on the breakdown of Black and Global Majority staff across the different salary scale points, working in groups to identify problems and barriers, and collectively identifying ideas for action.
- 5.15. The Summit closed on 21 November and following feedback and an evaluation of the programme, there will be a targeted focus on actions that we will all take to further the work of the council and continue to be actively anti-racist as employees and as an organisation.
- 5.16. We understand the key role our line managers hold in building an inclusive culture, so in 2021, we launched an Inclusive Management Toolkit which is designed to support managers in considering all stages of an employee's journey, their own role as managers in supporting their staff, and how each of these roles can be made more inclusive.
- 5.17. To ensure wide coverage of these inclusive principles and uptake of the toolkit, we also built a network of Inclusion Champions whom we trained in the principles of inclusive leadership. These champions take on a range of citizenship-style roles for the Council including becoming trainers, providing support for inclusive projects, and working on cross-organisational policy development. Inclusion champions were involved in the recruitment of a number of senior directors and the Chief Executive.
- 5.18. As pledged by Councillor Williams, "[Hackney Council] will continue reporting on and understanding the intersectional impact of pay gaps on [gender as well as] other protected characteristics". But to do this, we need to improve

declaration rates (percentage of staff who declare their demographic details as opposed to those who choose 'Prefer not to say').

- 5.19. Therefore, over the next two years, we will work to improve organisational trust, creating a culture where employees are happy sharing their true selves with the Council, with the ultimate aim of encouraging staff to complete equalities information on their HR records so that we will be able to publish statistically significant disabled and intersectional pay gap figures by 2024/25.
- 5.20. We would also like to work with the Pensions Team to explore publishing pensions specific gender and ethnicity pay gaps and build an action plan to address any inequality.

6. Background

6.1. **Gender Pay Gap Reporting 2023**

The gender pay gap is the **difference in the average hourly wage of all men and all women across the workforce**. If there are fewer women in the highest-paid jobs or more in the lowest-paid jobs, this would lead to a pay deficit for women.

- 6.2. The law (the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) requires that the Council calculate and report the gender pay gap annually. This report gives statistics for the seventh gender pay gap report (2023/24 reporting year) with data as of 31 March 2023. The required statistics will be uploaded to the Government Equalities website in compliance with the legislation. The gender pay gap tables are also available on the Council's website for each year.
- 6.3. The way the gender pay gap is to be calculated is set down in statute and is very specific. The Council must calculate the statistics for both ordinary pay and bonus pay. In our context, bonus pay applies only to the Fair Pay scheme operating in Housing.
- 6.4. **The Gender Pay Gap** is calculated as the difference between women's pay and men's pay as a percentage of men's pay.
- 6.5. On the snapshot date of 31 March 2023, the gender pay gap in Hackney Council remains in favour of women.

Mean hourly rate	-3.87%
Median hourly rate	-5.55%

2023:

The mean hourly rate for women was £22.12, and the median was £20.74. The mean hourly rate for men was £21.29, and the median was £19.65.

Compared to 2022:

The mean hourly rate for women was £20.68, and the median was £19.49. The mean hourly rate for men was £20.48, and the median was £19.49.

6.6. The gender pay gap remains in favour of women employees. The measure more typically used is the median, as it takes a central point in the salary range. Outliers (salaries that are significantly higher or lower than typical salaries) can skew the average (mean). In March 2022 the mean rate was -0.98% in favour of women, and there was no gender pay gap when using the median.

6.7. 2023:

Women earn £1.06 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is £19.65. Their median hourly pay is 5.6% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 3.9% higher than men's.

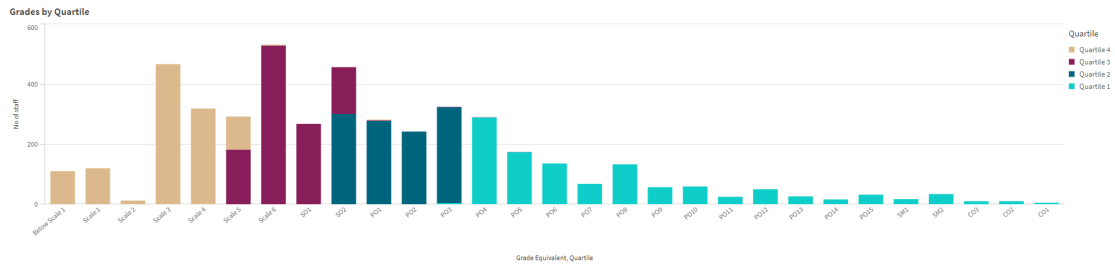
Compared to 2022:

Women earned the same for every £1 that men earned when comparing median hourly pay. Their median hourly pay was £19.49. When comparing mean (average) hourly pay, women's mean hourly pay was 0.98% higher than men's.

6.8. It is important to note that the pay gap does not indicate that women are paid more than men in any particular job. The Council operates a nationally recognised and equality-proofed pay and grading scheme and is confident that for the same job, men and women are paid equally.

6.9. Pay quartiles show the proportion of men and women in four pay bands. The hourly pay for both men and women is arranged from the lowest to the highest then divided as evenly as possible into four quartiles. The proportion of men and women is then calculated for each quartile.

6.10. **The split of pay grades by quartile:** The following chart shows where the boundaries are between quartiles in terms of pay scales.



[\(View full version of this chart \)](#)

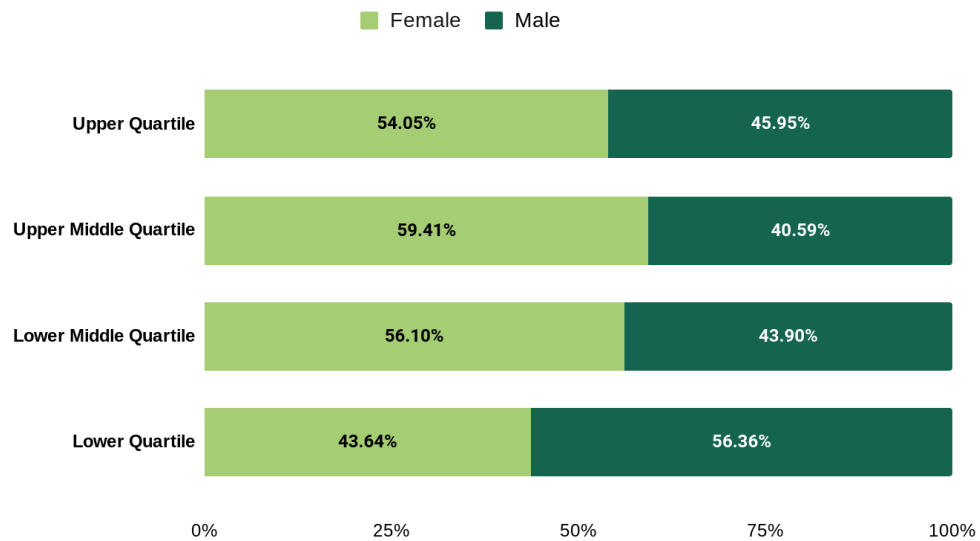
NB: Scale 1 SP3 (£25,359) was the lowest point paid 2022/23. There are 11 employees who fell below that minimum figure at the time this snapshot was taken. This was caused by the members of staff being transferred over to the council who were receiving a (protected) salary lower than SP3. There was a slight delay but these employees have now been aligned to our terms and conditions and are receiving SP3. These pay values will not appear until the next reporting period.

6.11. Overall the Council employs more women than men; and this is represented across all the pay quartiles with the exception of the lowest quartile that has 12.7% more men than women, an increase of 6.8% since 2022. Typical job titles in this band include - cleaner, environmental operative and grounds maintenance employees.

6.12.

	2023		2022	
	Women	Men	Women	Men
Total Workforce	53.3%	46.7%	54.8%	45.2%
Upper Quartile	54.05%	45.95%	53.42%	46.58%
Upper Middle Quartile	59.41%	40.59%	57.02%	42.98%
Lower Middle Quartile	56.10%	43.90%	58.25%	41.75%
Lower Quartile	43.64%	56.36%	50.44%	49.56%

Gender Profile by Pay Quartiles 2023



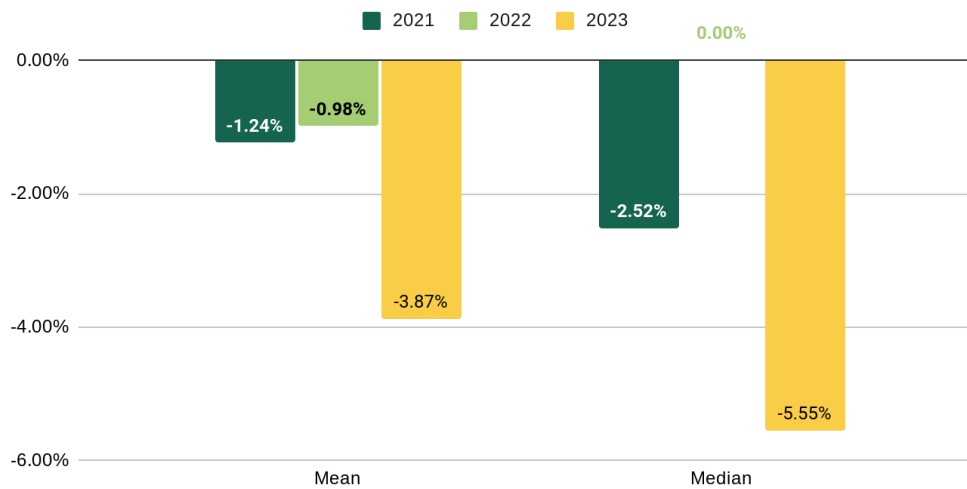
6.13. The upper quartile has almost the same representation when compared to the workforce as a whole. The upper middle quartile has the highest representation of women.

The gender composition for each quartile has changed little since last year with the most notable change being in the lower quartile where the representation of women decreased to 43.64% compared with 50.44% the previous year. This is likely to have been due to the transfer of staff from Parking and Markets.

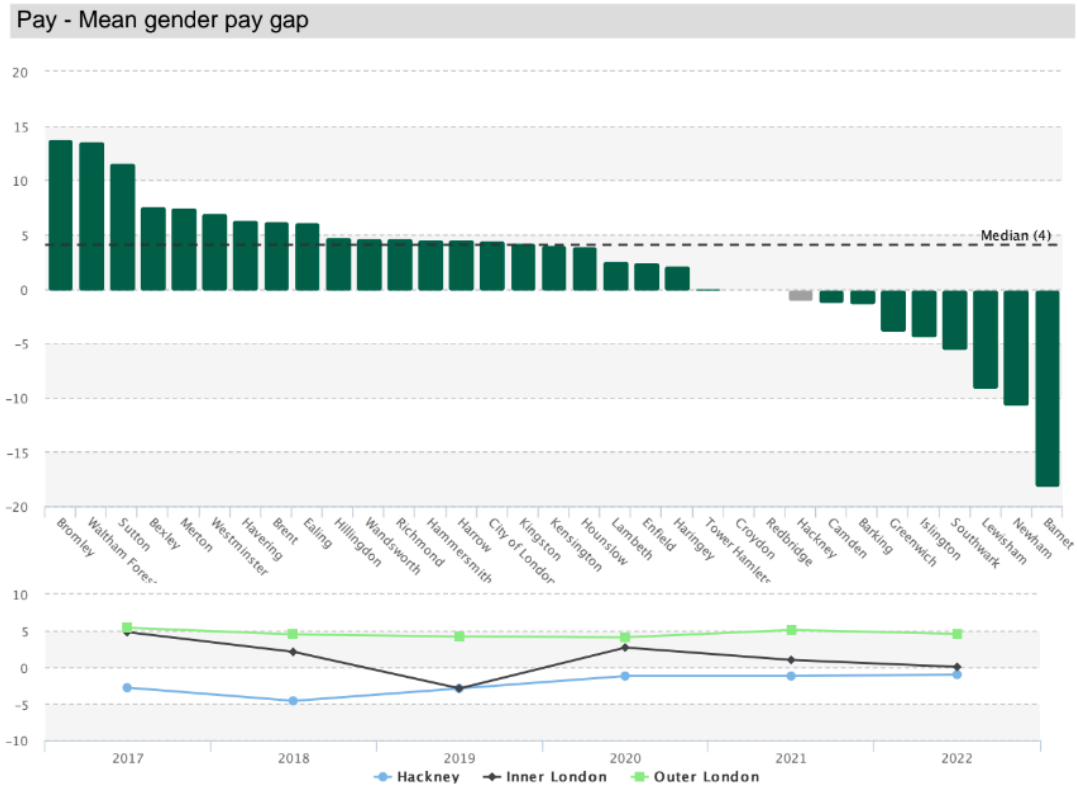
6.14. In Hackney, the position for the past 3 years is as follows:

2021		2022		2023	
Mean	Median	Mean	Median	Mean	Median
-1.24%	-2.52%	-0.98%	0.00%	-3.87%	-5.55%

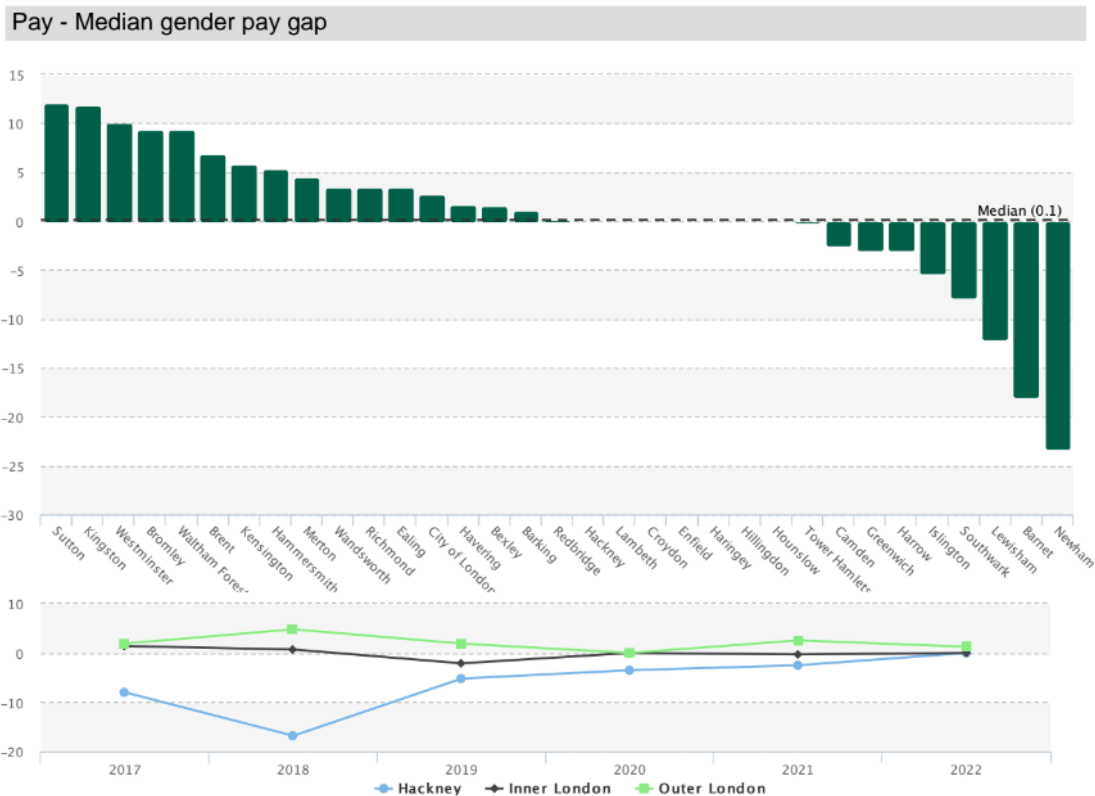
Gender Pay Gap 2021 to 2023



- 6.15. The gap in favour of men in terms of bonus pay remains. However, it is not possible to draw conclusions from this because so few women receive a bonus. Men overwhelmingly benefit from the Fair Pay scheme. This bonus is protected under TUPE (Transfer of Undertakings Protection of Employment) regulations.
- 6.16. The Fair Pay scheme applies to operatives working in trades in the Housing department. In 2023 this involves approximately 178 employees, of which only a small number are women (8 Women and 170 Men). Job titles include, for example, carpenters and electricians. Productivity payments are based on evidence, actual performance measurements, and most importantly, the time taken to perform tasks.
- 6.17. **Benchmarking**
- Comparative data on the Gender Pay Gap is presented but comes from different sources and is indicative.
- 6.18. Comparative data for is available from The HR Metrics Benchmarking Services (provided by London Councils). The comparative data for the 33 boroughs who have inputted data for the 2022/23 reporting year is provided below. The snapshot date is 31 March 2022.
- 6.19. Hackney's mean gender pay gap of -1% (2022) fell in the second quartile of all the London boroughs, and for inner London (just outside the top quartile). The average median for London boroughs is 4%.



6.20. Hackney's median gender pay gap of 0% (2022) fell in the second quartile of all the London boroughs, and the third quartile for inner London. The average median for London boroughs is 0.1%.



6.21. Data taken from various sources provides the following picture:



6.22. **Average Mean Gender Pay Gaps 2020 to 2022:** The average mean gender pay gap values of Local Government indicate women were paid 4.2% less

than men in 2022. This compares to 4.82% less in 2021. In other words for every £1 paid to male employees, only 96p was paid to women employees (95p in 2021).

6.23. **Average Median Pay Gap data 2020 to 2022:** The table below shows the average median pay gap figures for 2020 to 2022.

Sector	Average % Median Pay Gap		
	2019/20	2020/21	2021/22
London Borough of Hackney	-3.53	-2.52	0
LGA (All Local Authorities UK)	3.15	3.02	2.69
London Boroughs	0.27	0.74	0.52
Inner London	-0.24	0.02	0.19
Outer London	0.61	1.2	0.73
UK*	14.9	15.1	14.9

* Data for UK Gender pay gap averages taken from ONS - Annual Survey of Hours and Earnings (ASHE).

6.24. The average of the median values for Local Government indicates that in 2022 women were paid 2.69% less on average than men. In other words for every £1 that the median man was paid, the median woman was paid 97.3p. This compares to 3.02% (96.8p) in 2021.

6.25. The ONS website notes that interpreting average earnings data is difficult owing to the impact COVID-19 has had on the data over this period 2020 and 2021. This was affected both in terms of wages and hours worked and also disruption to the collection of data from businesses and as ONS states, this means that comparison with this period needs to be treated with caution.

6.26. **Ethnicity Pay Gap**

At the time of the first gender pay gap report, there was a commitment made by the Cabinet Member to produce an ethnicity pay gap on the same basis as the gender pay gap in future years. This has been done and is shown in Appendix 2.

6.27. The Council has also taken the decision to undertake an ethnicity pay gap analysis, despite the fact that a government announcement means it is unlikely to be required by law anytime soon. The Council will continue to do this because of its commitment to fairness and to enhancing the diversity of our workforce. The Council continues to back calls for mandatory reporting of annual ethnicity pay gaps.

6.28. The terminology used in this report reflects Hackney’s move away from the term ‘ethnic minorities’ in favour of the term ‘Black and Global Majority’, and this term is used throughout the report.

6.29. **The Ethnicity Pay Gap** is calculated as the difference between Black and Global Majority employees’ pay and white employees’ pay as a percentage of white employees’ pay.

6.30. On the snapshot date of 31 March 2023, the Ethnicity pay gap in Hackney Council was:

Mean hourly rate	13.95%
Median hourly rate	14.35%

6.31. The ethnicity pay gap shows that there is a pay gap in favour of white employees of 13.95% as measured by the mean and 14.35% as measured by the median. The measure more typically used is the median, as it takes a central point in the salary range. Outliers (salaries that are significantly higher or lower than typical salaries) can skew the average (mean).

6.32. The proportion of white employees as compared to Black and Global Majority employees, increases progressively in the 3 higher quartiles. There is a higher proportion of Black and Global Majority employees in the lower middle quartile (65.58% compared to 34.42%) and the lower quartile (68.01% compared to 31.99%). The full data set is shown in Appendix 2.

		2023		2022	
		Black and	White	Black and	White



	Global Majority		Global Majority	
Total Workforce	58.85%	41.95%	56.72%	43.28%
Upper Quartile	39.29%	60.71%	38.58%	61.42%
Upper Middle Quartile	59.35%	40.65%	56.32%	43.68%
Lower Middle Quartile	65.58%	34.42%	66.04%	33.96%
Lower Quartile	68.01%	31.99%	65.94%	34.06%

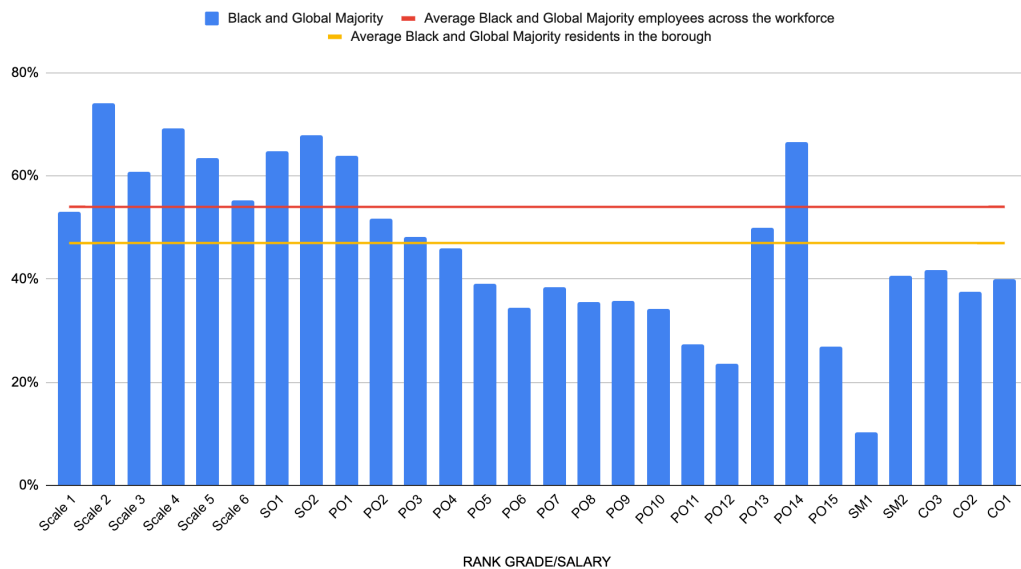
6.33. This compares the position with 2022, which showed a 14.19% mean and 15.15% median.

In Hackney, the position for the past 3 years is as follows:

2021		2022		2023	
Mean	Median	Mean	Median	Mean	Median
15.09%	12.94%	14.19%	15.15%	13.95%	14.35%

6.34. **Black and Global Majority employees on different pay scales:** This chart shows the spread of Black and Global Majority staff across the different pay scales.

Black and Global Majority and Average Black and Global Majority employees across the workforce



6.35. From the chart, it is clear that there are an above average number of Black and Global Majority staff in the lower half of the pay scale (where there are also significantly more people employed), and a below average number of Black and Global Majority staff in the top half of the payscale, with the exception at two spinal points.

6.36. Although ethnicity pay gap reporting is not currently mandatory, on 24 June 2020 the government responded to a parliamentary petition to introduce mandatory ethnicity pay gap reporting, stating that it is currently analysing detailed responses it received from its consultation on ethnicity pay reporting, which ran from October 2018 to January 2019.

6.37. The government has confirmed that it will not be legislating for mandatory ethnicity pay gap reporting “at this stage”, however, they have committed to “supporting employers across the UK who want to publish ethnicity pay

gaps.” New guidance on voluntary ethnicity pay gap reporting was published earlier this year by the Department for Business and Trade.

6.38. Disabled Staff Pay Gap

The disabled staff pay gap compares average pay for disabled employees with that of non-disabled employees. There is no current legal requirement to publish this information. Roughly one-fifth of the workforce has not declared whether they consider themselves as being disabled or not, which means any findings we could draw from the current data would not be statistically relevant. We will need to undertake further work to encourage and support colleagues to make these declarations and enable the council to work more effectively to address the pay gap.

6.39. A workforce census is planned which will help improve the disclosure within this category.

7. Next steps and priorities

7.1. The following workstreams will be taken on by staff in Human Resources and Organisational Development as part of business as usual.

7.2. To understand the intersectional impact of pay gaps on gender in conjunction with other protected characteristics, we aim to reduce the number of incomplete records or people choosing “prefer not to say” when asked to provide their equality data by 20% over the next two years. Once we have worked to improve trust, we will run a staff census-style survey to encourage more staff to share this information with us.

7.3. To continue to reduce the ethnicity pay gap, specifically by improving the balance of Black and Global Majority staff in middle management positions, to improve the mean ethnicity pay gap by at least 1% over the next two years.

7.4. To work with the Pensions team to explore publishing our pensions pay gap in 2024/25.

7.5. To define a consistent measure to capture employees’ socio-economic backgrounds in order to be able to report on this effectively by 2025. We will then include this measure in the staff census to capture the information.

8. Equality impact assessment

- 8.1. As we address the gender pay gap, our commitment to intersectionality requires us to identify any other factors that might be masked by these figures. We will be aiming to look at the pensions pay gap between women and men. Going forward, we also aim to do further work that provides data and more insight into how the data differentiates within the same group. For example, of the women within the group of statistics, how many women are within the group who have declared a disability? This will involve gathering additional data to further examine the data we hold and undertake very complex pieces of work.
- 8.2. Our aim is to examine the following:
 - 8.2.1. The pensions pay gap between women and men
 - 8.2.2. The socio-economic pay gap
 - 8.2.3. The pay gap for Black and Global Majority women working at Hackney.
 - 8.2.4. The pay gap for staff who have declared a disability
 - 8.2.5. Further opportunities for intersectional measures may arise as this work is developed.
- 8.3. Building a dashboard showing gender and ethnicity pay gaps across different directorates and departments to uncover hidden inequalities.
- 8.4. The impact of underreporting of personal characteristics is also an area of ambiguity. We will work with employees to understand if or why they don't feel comfortable sharing these details with Hackney Council, and we will work hard to raise awareness of the benefits of making a declaration and commit to addressing any areas of mistrust.
- 8.5. Explore and understand the reasons why some roles are more attractive to men versus women, or more Black and Global Majority more than white people, which will need us to look beyond what the data is telling us.

9. Comments of the Interim Group Director, Finance

9.1. Activities proposed in the Council's action plans will be funded from the existing Service Revenue Budget and any subsequent proposals which have financial implications will be shared with Councillors.

10. Comments of the Acting Director of Legal, Democratic and Electoral Services

10.1. In line with Article 5.2 of the Council's constitution, the Cabinet has the authority to carry out all of the Council's functions which are not the responsibility of any other part of the Council.

10.2. The Equality Act 2010 imposes an obligation on employers to publish information relating to the gender pay gap in their organisation. There are no other legal implications arising from the report.

Appendices

Appendix 1 - Gender Pay Gap 2023

Appendix 2 - Ethnicity Pay Gap 2023

Background documents

None

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Comments for the Interim Group Director, Finance	Jackie Moylan Interim Group Director, Finance jackie.moylan@hackney.gov.uk
Comments for the Acting Director of Legal, Democratic and Electoral Services prepared by	Juliet Babb Acting Head of Legal Governance juliet.babb@hackney.gov.uk



Appendix 1 - Gender Pay Gap Table

Gender Pay Gap Reporting 2023							
Statutory Part of the Template Data That Must be Provided Under the Equalities Act				Extra Data for Local Collection by London Councils For Local Benchmarking			
Pay Rates	Gender Pay Gap The difference between Female and Male pay as a percentage of Male pay <i>A minus % means Female employees have higher pay, a positive % means Male employees have higher pay</i>			Gender Pay Gap Female pay as a percentage of Male pay	Hourly Rate Female	Hourly Rate Male	Difference £
Mean Hourly Rate (Male Hourly Rate - Female Hourly Rate) / Male Hourly Rate x 100	-3.87%			103.87%	£ 22.12	£ 21.29	-£ 0.82
Median Hourly Rate As Above Calculation but for Median Hourly Rates	-5.55%			105.55%	£ 20.74	£ 19.65	-£ 1.09
Pay Quartile Information				Workforce Composition			
Pay Quartiles	Female	Male	Total	Female Headcount	Male Headcount	Total Headcount	
Proportion of Female and Male in the Upper Quartile Paid Above the 75th Percentile Point	54.05%	45.95%	100.00%	620	527	1,147	
Proportion of Female and Male in the Upper Middle Quartile Paid Above the Median and at or Below the 75th Percentile Point	59.41%	40.59%	100.00%	682	466	1,148	
Proportion of Female and Male in the Lower Middle Quartile Paid Above the 25th Percentile Point and at or Below the Median	56.10%	43.90%	100.00%	644	504	1,148	
Proportion of Female and Male in the Lower Quartile Paid Below the 25th Percentile Point	43.64%	56.36%	100.00%	501	647	1,148	
				2,447	2,144	4,591	
Bonus Pay	Bonus Gender Pay Gap The difference between Female bonus and Male bonus as a % of Male bonus			Bonus Gender Pay Gap Female bonus as a % of Male bonus	Bonus Pay Female	Bonus Pay Male	Difference £
Mean bonus	61.37%			38.63%	£ 2,759.72	£ 7,143.65	£ 4,383.93
Median bonus	72.86%			27.14%	£ 1,320.00	£ 4,862.96	£ 3,542.96
Bonuses Paid							
Female Paid Bonus as % of All Females	0.69%						
Male Paid Bonus as % of All Males	11.01%						

Appendix 2 - Ethnicity Pay Gap Table

**Ethnicity Pay Gap Reporting
2023**

Pay Rates	Black & Global Majority Pay Gap The difference between Black & Global Majority employees pay and White employees pay as a percentage of White employees pay A minus % means Black & Global Majority employees have higher pay, a positive % means White employees have higher pay	Black & Global Majority Pay Gap Black & Global Majority employees pay as a percentage of White employees pay	Hourly Rate Black & Global Majority Employees	Hourly Rate White Employees	Difference £
Mean Hourly Rate (White Hourly Rate - Black & Global Majority Hourly Rate) / White Hourly Rate x 100	13.95%	86.05%	£ 20.53	£ 23.86	£ 3.33
Median Hourly Rate As Above Calculation but for Median Hourly Rates	14.35%	85.65%	£ 19.40	£ 22.65	£ 3.25

Pay Quartile Information			
Pay Quartiles	Black & Global Majority	White	Total
Proportion of Black & Global Majority and White Employees in the Upper Quartile Paid Above the 75th Percentile Point	39.29%	60.71%	100.00%
Proportion of Black & Global Majority and White Employees in The Upper Middle Quartile Paid Above the Median and at or Below the 75th Percentile Point	59.35%	40.65%	100.00%
Proportion of Black & Global Majority and White Employees in the Lower Middle Quartile Paid Above the 25th Percentile Point and at or Below the Median	65.58%	34.42%	100.00%
Proportion of Black & Global Majority and White Employees in the Lower Quartile Paid Below the 25th Percentile Point	68.01%	31.99%	100.00%

Workforce Composition		
Black & Global Majority Headcount	White Headcount	Total Headcount
420	649	1,069
635	435	1,070
701	368	1,069
727	342	1,069
2,483	1,794	4,277

Bonus Pay	Bonus Black & Global Majority Pay Gap The difference between Black & Global Majority employees bonus and White employees bonus as a % of White employees bonus	Bonus Black & Global Majority Pay Gap Black & Global Majority employees bonus as a % of White employees bonus	Bonus Pay Black & Global Majority Employees	Bonus Pay White Employees	Difference £
Mean Bonus	13.68%	86.32%	£ 9,253.82	£ 10,719.97	£ 1,466.16
Median Bonus	24.29%	75.71%	£ 10,443.22	£ 13,793.37	£ 3,350.15
Bonuses Paid					
Black & Global Majority Paid Bonus as % of All Black & Global Majority	2.74%				
White Paid Bonus as % of All White Staff	4.63%				

Black, Asian and Minority Ethnic (Black & Global Majority) includes employees ethnicity classifications in the following categories (taken from the 2001 Census): Asian/Asian British (inc Chinese), Black/Black British, Mixed/Multiple Heritage and Other Ethnic Group (ie: all other categories than that of White British and White Other). For calculation purposes employees whose ethnicity is Not Known or have indicated they Prefer Not To Say have been excluded.