

PAY GAP REPORT

2024



London Borough
of Hounslow

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). We are required to report our gender pay gap as of 31 March every year and information is published [here](#).

Continuing for 2024, we have also provided information regarding ethnicity and disability pay gaps. Whilst there is no statutory requirement to calculate or publicise these, we want to understand any gaps we have to inform any action planning that may be relevant, and we are committed to being open and transparent about our workforce profile. Ethnicity and disability data relies on employees disclosing their sensitive information; therefore, these pay gaps use only the data of those that have disclosed information and discounts anyone who has selected that they prefer not to say or has not completed their sensitive information. Going forwards we hope that more employees feel comfortable sharing their information so we can obtain more accurate data.

It is important to understand that the pay comparisons in this report are not the same as an equal pay comparison. Pay gap comparison looks at all employees, whatever job they do, and compares what one group are paid to another group. This is different from an equal pay comparison which looks at people doing the same or similar jobs and ensures that people are paid equally for the work they do.

Salaries are determined through recognised job evaluation schemes (GLPC & HAY) which evaluate the job and not the jobholder. The schemes make no reference to any personal characteristics of existing or potential job holders and therefore ensures the council pays the same salary to roles of equal value.

We do not operate a bonus scheme and therefore no data is available for this metric.



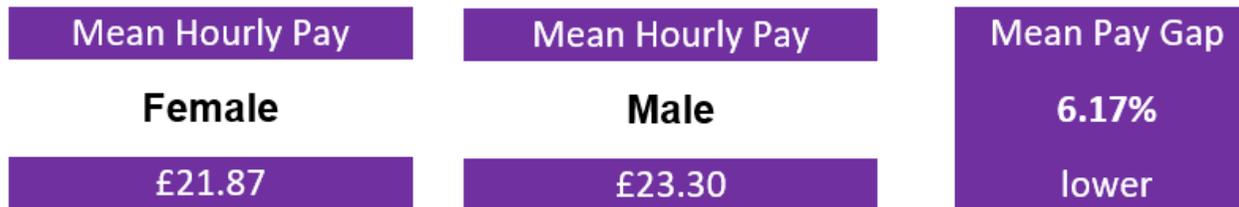
Median Gender Pay Gap

Data based on 31st March 2024



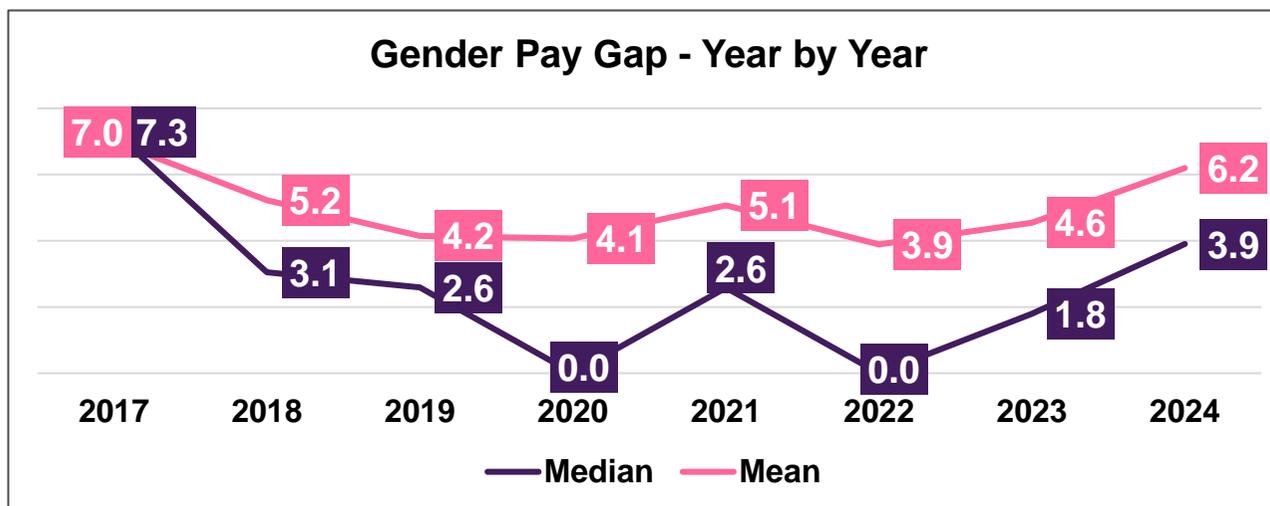
The Median pay gap is the difference between the hourly pay of the median full-pay relevant man and woman. The median is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. For March 2024 the median is 3.86%

Mean Gender Pay Gap



The Mean gender pay gap figure is the difference between the mean (average) hourly pay of men and the mean hourly pay of women. The mean involves adding up all of the numbers and dividing the result by how many numbers were in the list. For March 2024 the mean is 6.17%

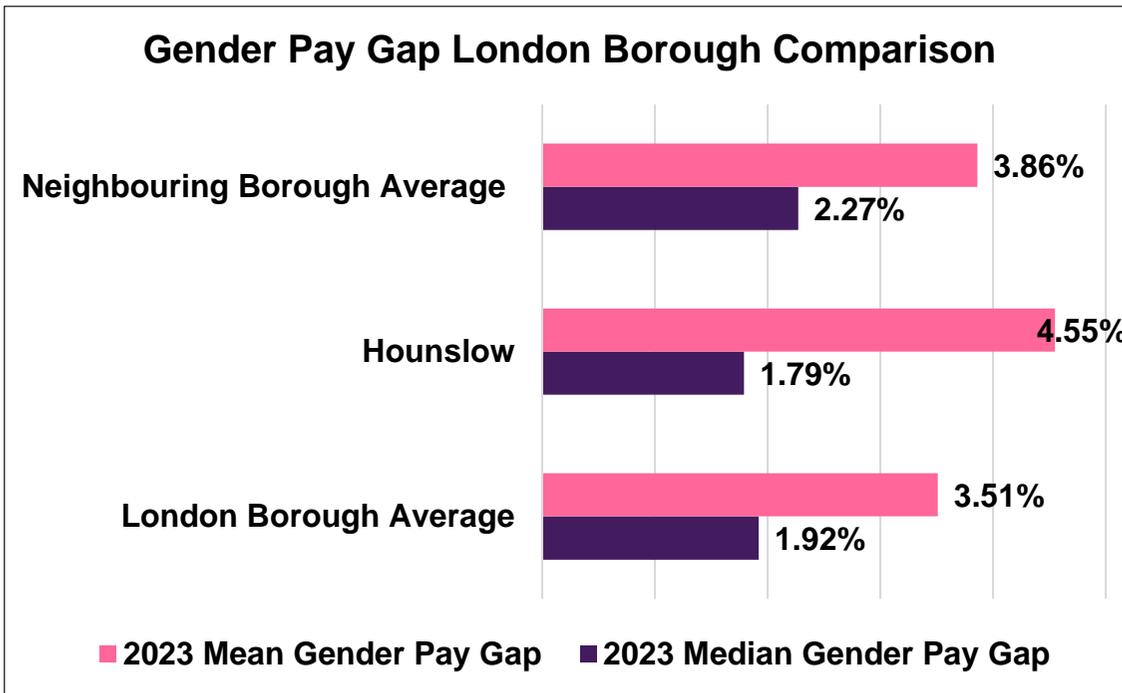
For every £1 a man earns at LBH, on average a woman will earn 94p.



Over this eight-year period, female staff on average have earned 5% less than men for the Mean calculation and 2.7% less for the median calculation.

If we compare this to our 2024 percentage, we are slightly above the seven-year average.

Data captured on 31st March 2023 from 33 London Boroughs



This data is based on 31st March 2023 (2024 figures have not yet been released).

This chart explores Hounslow's gender pay gap position compared to neighbouring boroughs (Ealing, Hillingdon, Richmond/Wandsworth, and Hammersmith) with the mean as slightly above the neighbouring boroughs average.

The London borough average remains low, it is worth considering that some authorities such as Barnet have a mean gender pay gap of -14% and according to Barnet's pay statement the difference can largely be attributed to the fact that Barnet Council has outsourced the work of certain specialist/professional functions (such as Information Technology) which traditionally attract a higher proportion of men and which other authorities continue to deliver internally. This means that women make up the majority of employees in the top 3 pay quartiles within Barnet Council.

The ONS publish that the gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees, and in April 2024 it stands at 7%, which is higher than Hounslow's pay gap. There remains a large difference in the gender pay gap between employees aged 40 years and over and those aged under 40 years.

Compared with lower-paid employees, the gender pay gap among higher earners is much larger, however this difference has decreased in recent years.

(Source: Office for National Statistics – Annual Survey of Hours and Earnings)

For more information please [Click Here](#)



Median Ethnicity Pay Gap

Median Hourly Pay Ethnic Minority Background	Median Hourly Pay White Ethnic Background	Median Pay Gap
£20.90	£21.74	3.86%
		lower

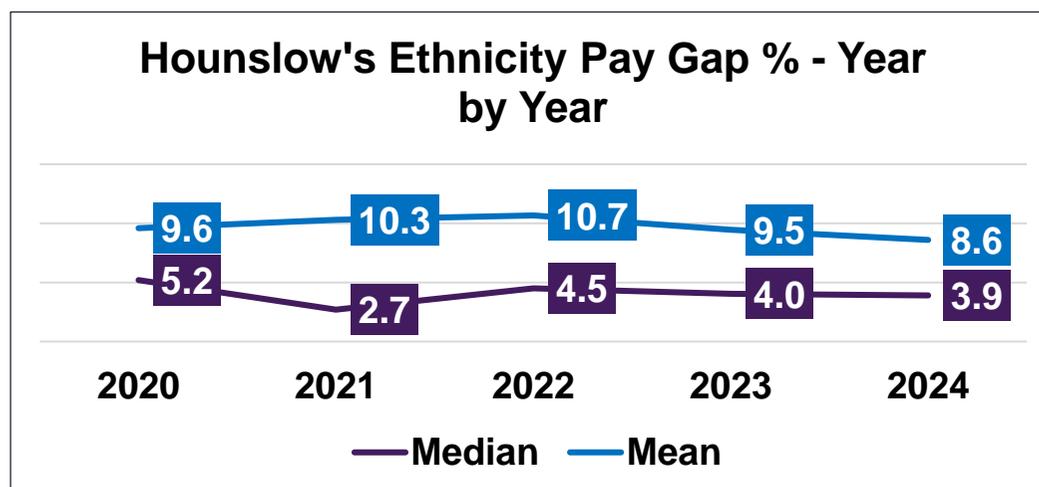
The Median pay gap is the difference between the hourly pay of the median full-pay relevant Ethnic Minority and White Ethnic Group. The median is the person who is in the middle of a list of hourly pay ordered from highest to lowest paid. For March 2024, the median ethnicity pay gap was 3.86%.

Mean Ethnicity Pay Gap

Mean Hourly Pay Ethnic Minority Background	Mean Hourly Pay White Ethnic Background	Mean Pay Gap
£21.51	£23.54	8.62%
		lower

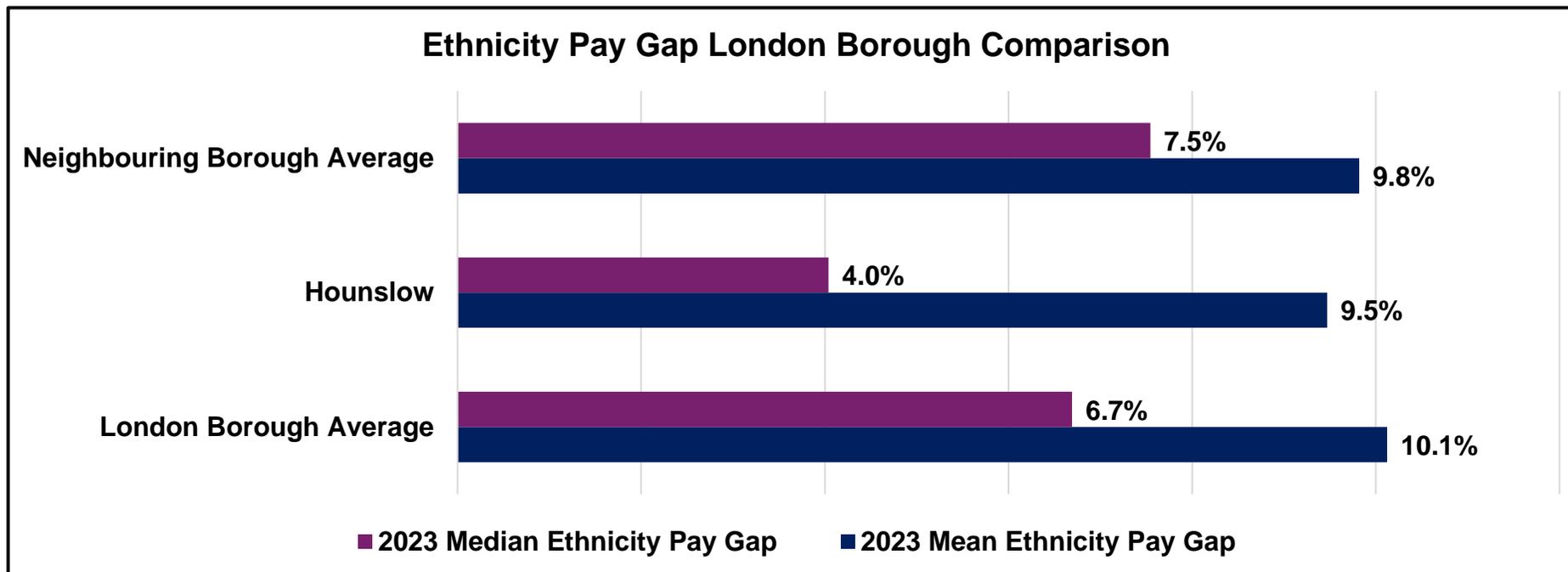
For 31st March 2024 the mean ethnicity pay gap is 8.62%, meaning ethnic minority colleagues earn 8.62% less than white colleagues.

On average this means for every £1 a white person earns at LBH, a person from a minority ethnic group will earn just 91p.



Within Hounslow, over a five-year period, Ethnic Minority colleagues on average have earned 9.8% less than white colleagues for the Mean calculation and 4% less for the median calculation.

If we compare this to Hounslow's 2024 pay gap, we are slightly below our overall average.



This data is based on 31st March 2023 (2024 figures have not yet been released).

This chart explores Hounslow’s ethnicity pay gap position compared to neighbouring boroughs (Ealing, Richmond/Wandsworth, Hillingdon and Hammersmith) Hounslow’s median is much lower than neighbouring boroughs.

Our ethnicity pay gap is also lower than both the London Average. Amongst the 27 London Boroughs which published their ethnicity pay gap, Hounslow has the 13th lowest ethnicity pay gap.

*Data captured on 31st March 2023 from
27 London Boroughs*

Data based on 31st March 2024, 81% of workforce disclosed their disability status.

Median Disability Pay Gap

Median Hourly Pay	Median Hourly Pay	Median Pay Gap
Disabled	Non-Disabled	
£21.74	£21.13	
		-2.9%
		lower

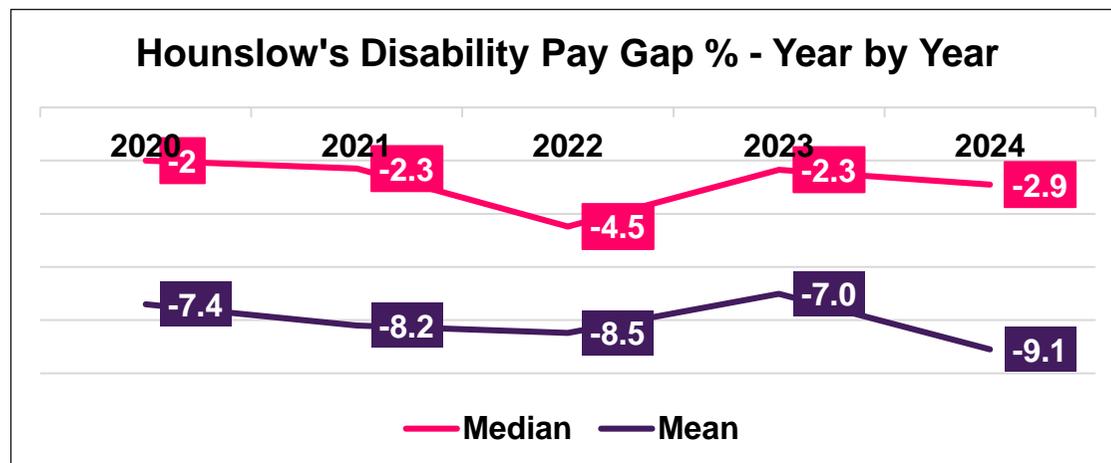
At the 31st March 2024 the median disability pay gap is -2.9% meaning disabled colleagues earn 2.9% more than non-disabled colleagues.

Mean Disability Pay Gap

Mean Hourly Pay	Mean Hourly Pay	Mean Pay Gap
Disabled	Non-Disabled	
£22.24	£20.97	
		-9.1%
		lower

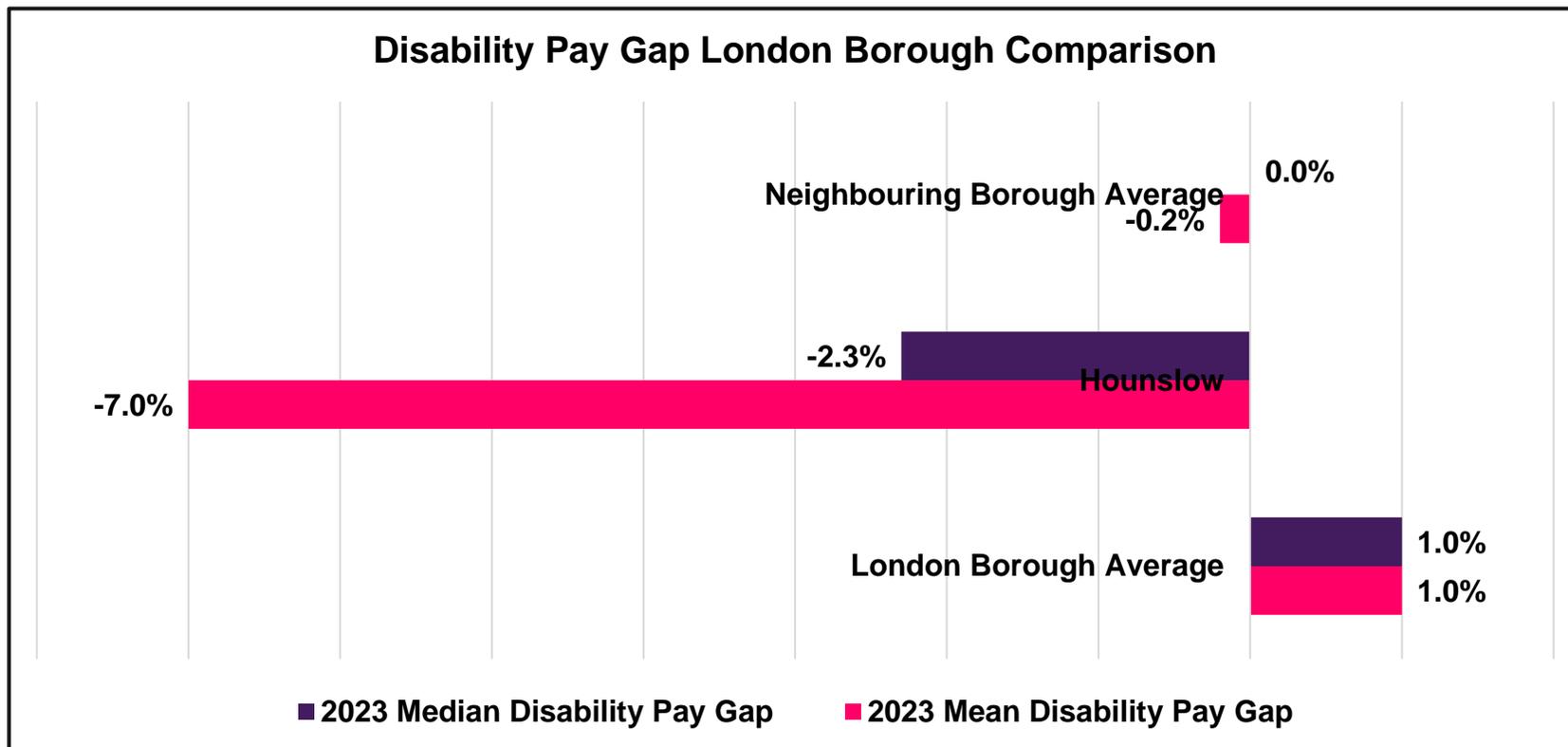
At the 31st March 2024 the mean disability pay gap is -9.1%, meaning on average disabled colleagues earn 9.1% more than non-disabled colleagues.

This means for every £1 a non-disabled person earns at LBH, a disabled person will, on average, earn £1.09.



Within Hounslow, over a five-year period, disabled colleagues on average have earned 8% more than non-disabled colleagues for the Mean calculation and 2.8% more for the median calculation.

If we compare this to Hounslow's 2024 pay gap, it is slightly lower than our average.



This data is based on 31st March 2023 (2024 figures have not yet been released).

This chart explores Hounslow's disability pay gap position compared to neighbouring boroughs (Ealing, Richmond and Hammersmith) and the London Borough average, Hounslow's disabled employees earn more than its non-disabled which is more favourable than both the neighbouring and London borough figures.

25 London boroughs have now provided their disability pay gap information.

Summary

At London Borough of Hounslow, equality is at the heart of our values. We are committed to ensuring our people are paid fairly for the great work they do.

Gender Pay Gap: We have seen an increase in the 2024 Gender Pay Gap, this is because of more women being in the lower and lower middle quartiles. We will continue to do more to encourage women to develop and offer more opportunities to help reach higher paid roles.

Percentage distribution of male/female employees in each quartile	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Top Quartile	
	Pay Grades Apprentice to SO1		Pay Grades SO1 to PO2		Pay Grades PO2 to PO4		Pay Grades PO4 to Chief Exec	
	Male	Female	Male	Female	Male	Female	Male	Female
2022	34.08	65.92	34.21	65.79	31.18	68.82	37.05	62.95
2023	36.93	63.07	30.61	69.39	32.04	67.96	39.08	60.92
2024	36.10	63.90	30.16	69.84	32.08	67.92	38.52	61.48

Ethnicity Pay Gap: Our Ethnicity Pay Gap has reduced from 2023 this is as a result of a small increase in minority ethnic staff in the top quartile. The pay gap is on par with other London boroughs and is reducing. However, we will not be complacent and will do more to tackle this longstanding issue.

Percentage distribution of Ethnic Minority / White employees in each quartile	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Top Quartile	
	Pay Grades Apprentice to SO1		Pay Grades SO1 to PO2		Pay Grades PO2 to PO4		Pay Grades PO4 to Chief Exec	
	White	Ethnic Minority	White	Ethnic Minority	White	Ethnic Minority	White	Ethnic Minority
2022	46.17%	53.83%	46.17%	53.83%	47.83%	52.17%	63.19%	36.81%
2023	45.8%	54.2%	44.9%	55.1%	46.0%	54.0%	62.1%	37.9%
2024	45.8%	54.2%	43.4%	56.6%	46.9%	53.1%	59.8%	40.2%

Disability Pay Gap

The Disability Pay Gap has reduced when compared with 2023, this is because we have seen significant increase in the number of disabled people in the top three quartiles, while the lower quartile remains the same. Therefore, Hounslow continues to have a positive pay gap with disabled colleagues earning more than non-disabled employees.

Percentage distribution of disabled / non-disabled employees in each quartile	Lower Quartile Pay Grades Apprentice to Scale 5		Lower Middle Quartile Pay Grades Scale 5 to PO1		Upper Middle Quartile Pay Grades PO1 to PO4		Top Quartile Pay Grades PO4 to Chief Exec	
	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled	Not Disabled	Disabled
2022	95.2%	4.8%	96.9%	3.1%	94.4%	5.6%	94.4%	5.6%
2023	94.8%	5.2%	96.1%	3.9%	94.4%	5.6%	94.2%	5.8%
2024	94.8%	5.2%	94.8%	5.2%	93.4%	6.6%	93.6%	6.4%

Taking Action

We know that our organisation is more successful when we have a diverse and inclusive workforce – a place where we harness the mix, where our people feel they belong, and they can grow and flourish. We’ve been working on a number of initiatives to further embed EDI into our everyday lives and to make Hounslow as inclusive as it can be:

Increasing Diversity at Senior Leadership Levels	We continue to apply diverse recruitment panels for our senior posts at Chief Officer and Hounslow Management Grades.
Leadership @ LBH, EDI workshops	180 senior leaders from across the council attended a series of three workshops around Inclusive Leadership. These workshops aimed at Understanding the role of Leadership in creating a Fairer and More Equal Hounslow. The aim going forwards is to achieve strategic change to address inequity through directorate focused action planning.
Management Essential workshops	We have designed and delivered the first Management Essentials Workshop – ensuring new managers are fully resourced with the fundamental knowledge and skills they need for their role.

	Our organisational commitment to EDI and its underpinning through our values, equality legislation, EDI impact assessments, and EDI in recruitment are addressed as part of this programme.
Happy Level 3 Apprenticeship	We currently have fifteen employees taking part in the Happy Level 3 Apprenticeship, aimed at developing our future managers and another fifteen places have also been secured for a second cohort.
Improved Reasonable Adjustments process	We have continued to improve our process for requesting and receiving reasonable adjustments. Through collaboration with colleagues, we now have a simple, streamlined process, and adjustments are funded through a centralised budget meaning they can be provided quickly, and spending is more accurately monitored.
Review of our Guaranteed Interview Scheme	We have reviewed our recruitment process to make sure that our commitments as a Disability Confident Employer are being delivered as effectively as they can. We have revised our guaranteed interview scheme to make sure candidates are identified, managers are aware of (and supported in) our commitments and candidates receive any adjustments they may need to participate fully, fairly and able to present their best selves in the process.
My Experience Matters Survey #2	<p>The latest MEM survey resulted in a 43% response rate which broadly indicates that we have a good culture within Hounslow, staff enjoy working with their colleagues and for the council. It also showed that our employees feel a strong connection to the work they deliver and the impact it has on our residents.</p> <p>We are currently socialising the results across all Directorates so that these can be analysed alongside our new EDI data priority setting by Directorate. This will also include a series of focus groups around identified areas.</p>
Improved Off-Boarding Process	We continue to monitor feedback in a timely way – enabling us to capitalise on our successes and respond quickly to any immediate issues of concern. We are also taking a broader perspective enabling us to identify particular themes and consider what action may be appropriate.
Youth Skills and Employment Guarantee	Under the Council’s Youth Skills & Employment Guarantee, we are committed to providing meaningful and good quality experiences of the world of work that raises aspirations, skills and

	<p>personal networks. We have run 6 World of Work Days, where local secondary school children have participated in workshops.</p> <p>Alongside this we have launched our new corporate approach to Work Experience and 25 residents from two secondary schools from our identified target opportunity areas all had a week's placement at Hounslow House</p> <p>We are also committed to creating good and sustainable employment where we will target opportunities for young people from our most unequal neighbourhoods; We will also tackle inequality through development of inclusive recruitment and retention practices for our Care experienced and SEND young people providing them with the best chance to secure employment with us.</p>
Yes Futures	We delivered 6 World of Work Insight days for local secondary schools through this programme and 40 members of staff were trained to coach local secondary pupils. This programme has now ended and will be aligned and continue through our new approach to work experience
Employee Equality Network Groups	Continuing our partnership with our equality networks to deliver the EDI priorities for our organisation. Our ENG groups have played a pivotal role in identifying priorities and outcomes for our new three-year EDI plan. We will continue to work alongside them as key stakeholders in driving inclusion at Hounslow.
Implement a Resolution Framework	Our Resolution Framework went live in Spring 2024 and we're delighted with the difference it is making – offering realistic, lasting solutions to resolving conflict at work. So far 70% of people have rated their experience as 4 or 5 stars (out of 5).

End of Appendix B