



London Borough of Camden

Pay Gap Report

April 2019 – March 2020

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Introduction

Camden has a long tradition of promoting equality – we're proud to be one of the most diverse places in the country. Tackling inequality sits at the heart of our Camden 2025 vision – and we are determined to take radical action in order to make real, meaningful and lasting change happen across our organisation and beyond. By doing this, we will ensure we continue to represent our communities to the best of our ability and deliver our ambitions for Camden.

We are committed to creating an inclusive workplace culture where everyone can reach their full potential and be themselves. Increasing pay transparency is a topic we've taken a leading and visible position on for some time. The transparency and accountability that pay gap reporting brings is crucial in driving greater equality in the workplace.

We have been voluntarily reporting our gender, ethnicity and disability pay gap since 2015, one of only a few organisations to go beyond the statutory requirements, both then and now. We believe that by shining a light on any disparity in pay you are acknowledging there is an issue and you can then begin to talk about how to fix it.

We are pleased to report that we continue to see progress in closing pay gaps where they exist. We believe there is still more to do, particularly in relation to the gap between staff in Black, Asian and other ethnic groups and White staff. The small increase in the ethnicity pay gap this year driven by the fact there continues to be more White employees in senior roles within Camden has reinforced our commitment to do more to address this. However, this is different from equal pay. At Camden we are confident that employees are paid equally, irrespective of gender, race or disability, for doing equivalent jobs across our organisation and we continue to take action to address any gaps and to make sure our policies and practices are fair.

In addition to our longstanding Inclusion strategy, we have also this year launched a dedicated Race Equality Action Plan to provide greater organisational focus on improving representation at our senior levels and in response to the Black Lives Matter Movement.

Our aim for our citizens is that no one gets left behind and it's the same for our employees. We want everyone to be able to build and sustain a successful career at Camden. We believe this requires a combination of deliberate actions and ensuring that we provide an inclusive culture and an agile, flexible working environment for people to work in.

By publishing more detailed information we continue to welcome and encourage open scrutiny of our data and welcome any feedback from staff, trade unions, other employees and members of the public. We wish to challenge ourselves to find ways that we can make improvements and being open with our data is one way of doing that.

Jo Brown, Director of People and Inclusion

Executive Summary

Camden has published a detailed analysis of its Gender pay gap data for a number of years. We have, when appropriate, also reported on gaps by ethnicity and disability as well. This enables us to gain greater insights into our workforce and make better, more informed decisions going forward.

Key findings in this year's gap report include:

Gender

- The gender pay gap still marginally favours female staff, however this has reached closer to parity since last year's report; with 4.6% mean and 0.6% median pay gaps observed. This may have been driven by the increase of female staff at the lower pay levels of the Council.
- The median and mean gender pay gap for part-time employees still substantially favours female staff. This data is skewed by the fact that female staff form over 75% of part-time employees at the Council.
- The gender composition at different earning's quartiles has changed little since last year, with only the lower quartile (lowest 25% of earners) seeing any notable change.
- The mean performance related payments (PRP) gender pay gap still favours male staff, however this has notably improved since last year. We believe the underlying cause of the current gap is that male staff at the most senior levels were 11.1% more likely than their female colleagues to receive PRP and those payments were on average larger.
- Gender pay gaps at Level 5 Zone 1 and the Director level are significant and warrant further consideration.

Ethnicity

- The overall mean and median ethnicity pay gaps have marginally increased since last year. The mean pay gap has risen by 0.6% to 16.8%, whilst the median increased by 0.1% to 10.1% – both still favouring white staff.
- There have been small increases to the proportional pay gaps, with 3% mean and 0.7% median. With both remaining under the 5% threshold this indicates that there is equal pay within grades, and lack of representation at senior levels is likely to be the underlying cause of the headline ethnicity pay gap.
- The proportion of Black, Asian and Other Ethnic staff at both the highest and lowest quartiles (top and bottom 25% of earners) have increased.
- The performance related payments (PRP) ethnicity pay gap has shrunk since last year, however still significantly favours white staff. The data suggests that although white employees are less likely to receive a PRP, they are likely to receive larger PRPs. These payments are calculated as a percentage of salary again indicating the lack of representation at higher levels is driving some of this.
- Ethnicity pay gaps at Level 5 Zone 1 and the Director level are significant and warrant further investigation.

Disability

- The significantly low disability declaration rate continues to inhibit robust analysis.
- The mean disability pay gap has increased by 1.7% since last year, to 2.7%, whilst the median has improved, reducing from 2% to 1.3% this year – both still favouring non-disabled staff.
- The proportion of disabled staff has increased at every pay quartile since last year. Whilst both the mean and median PRP disability pay gaps still favour non-disabled staff, the mean has significantly improved since last year reducing from 30.6% to 23.7%
- There are significant disability pay gaps at Level 1 Zone 2 and Level 5 Zone 1

Actions

Further details of actions to facilitate the pay gaps moving closer to parity are set out at the end of this report, the main themes of these include:

- **Data quality:** Reviewing the ethnicity and disability descriptions in our systems and encouraging staff who have not previously declared their ethnicity or a disability to do so. To support this we are also working with staff networks to understand the experiences of staff and any concerns they may have about sharing this information so we can provide reassurance.
- **Performance payments:** The performance related pay gap (PRP) is particular area of focus and we are undertaking further analysis to gain a more detailed understanding of what is driving this. We are also monitoring the payment of PRP throughout the year and undertaking a wider review of the My Reward Scheme to explore and address any potential biases.
- **Understanding and addressing barriers to equality:** Camden has recently reaffirmed its unfailing commitment to race equality and publish a race equality action plan¹. At the heart of this action plan is a commitment to challenge our current system to create a fair and equal organisation for everyone. The plan sets out over 30 actions which we commit to take, to tackle the structural and systemic organisational barriers that prevent our Black staff, Asian staff and staff of other non-white ethnicities from accessing opportunities equally and ensure that staff will not be disadvantaged due to their ethnicity. We are also currently working with the Camden Disability Network to develop a Disability Charter with supporting action plan.

¹<http://democracy.camden.gov.uk/documents/s92533/RCP%20HR%20Annual%20Report%202020.pdf> (Appendix B p28)

Gender Pay Data and Analysis

As we have done in our preceding reports, we begin our analysis of the gender pay gap by setting out the statutory information². Commentary supplements the data to provide key insights into the Camden Council context. Other data is also included to provide further understanding of the patterns shaping the Gender Pay Gap.

Headline Median and Mean Gender Pay Gap

Overall, the 2019-20 Gender Pay Gap figures indicate that women continue to be paid slightly more than men, however the gap has shrunk since 2018-19. The mean pay gap has decreased from 6% to 4.6%, whilst the median has decreased from 2% to 0.6%. At the grade level, however, there is substantial variation and fluctuations from last year – this will be investigated later on in the report.

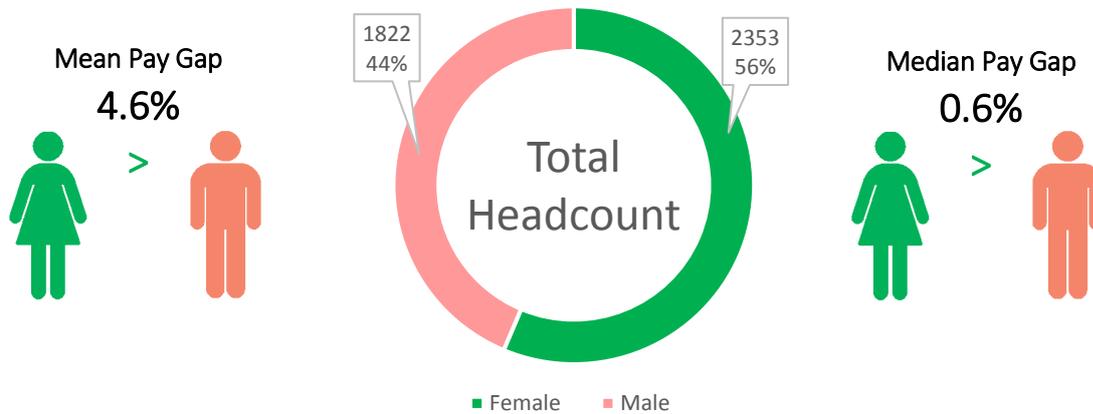


Figure 1: Mean and Median Gender Pay Gap

Part-time/Full-time Gender Pay Gap

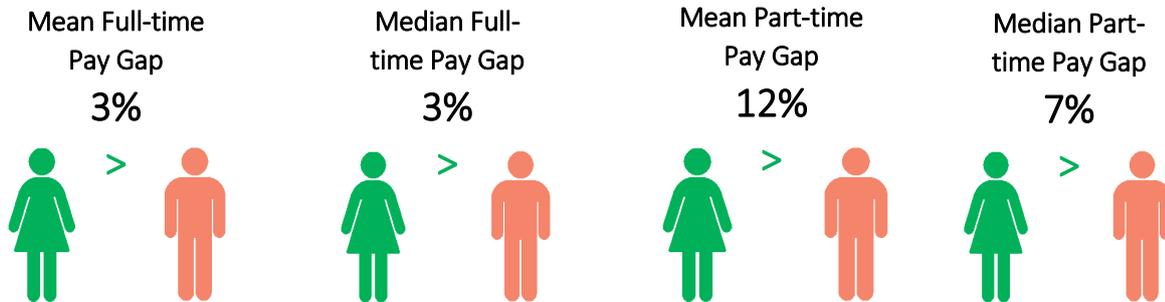


Figure 2: FT/PT Gender Pay Gaps

To provide further insights, we have compared the mean and median pay gaps across full and part-time staff. For both full and part time, female staff are still out earning their male colleagues – however the gap has shrunk since last year. For full-time staff, female pay rates – both mean and median – are slightly higher than men’s at 3% - down from 5% last year. For part-time female staff, however, their mean and median earnings, 12% and 7% respectively (down from 29% and 14% last year), are notably higher than their male part-time counterparts. Part-time staff at Camden are much more likely to be female, with them making up 77% (down from 79.1% last year) of all part-time staff. This, in turn, skews hourly rates of part-time females above their part-time male colleagues.

² Legislation requires publication of the mean and median gender pay gap, the mean and median gender bonus gap (referred to here as the performance related gender pay gap), the proportion of men and women to receive a bonus, and the proportion of men and women in each earnings quartile on the snapshot date of 31 March 2020.

Workforce Gender Composition by Earnings Quartile

The upper middle quartile has not changed since last year, whilst the lower middle and upper (top 25%) have moved closer to parity – the gap shrinking by 2%. A notable change since 2018-19 is that the lower/bottom 25% has flipped – with the proportion of female staff increasing from 46% last year to 54%. This may be down to an increased hiring of female staff at lower levels, but may warrant further investigation.

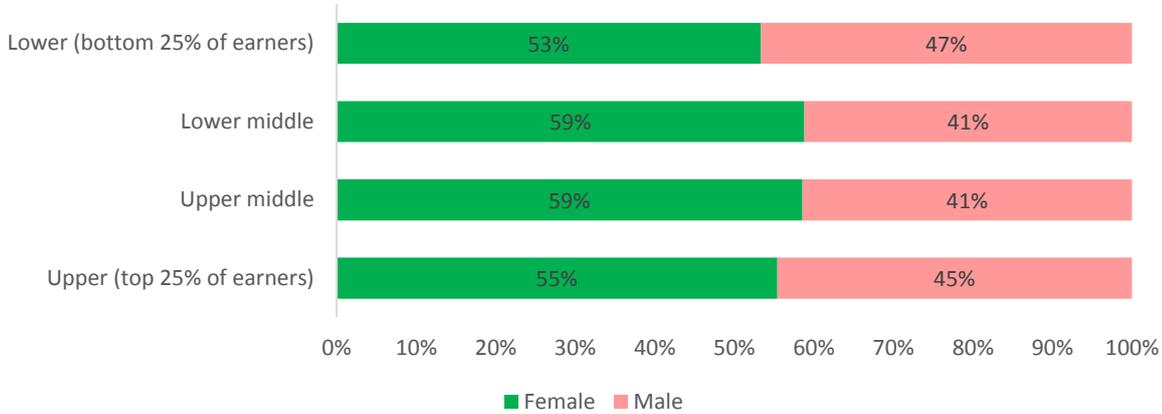


Figure 3: Workforce Gender Composition by Earnings Quartile

Performance Related Payments Gender Pay Gap

Performance related payments (PRP) at Camden consist of non-consolidated awards of 1% and 2% of an individual’s salary, £40 vouchers and Chief Officer variable payments. Although these awards all fall under the definition of bonus payments specified by the government’s criteria, they can and do have substantially different impacts on pay levels and may influence the gaps in this area.

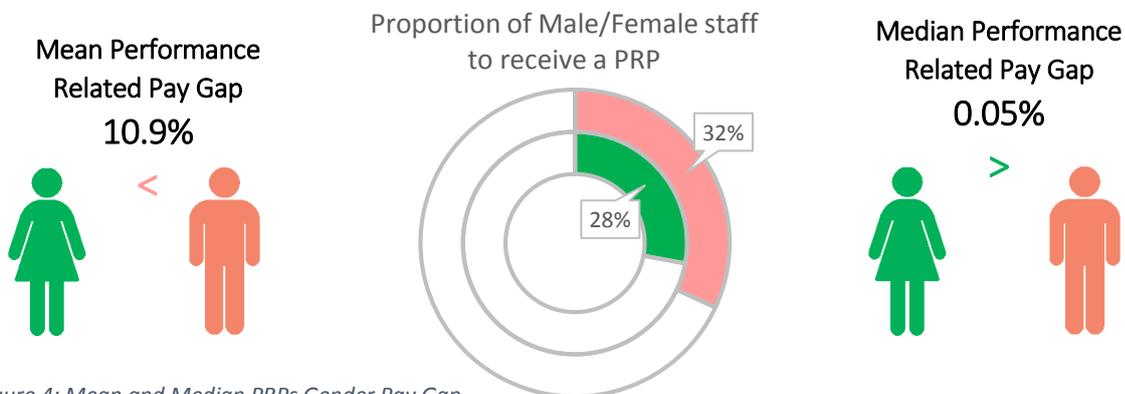


Figure 4: Mean and Median PRPs Gender Pay Gap

The overall proportion of staff receiving a form of PRP has risen by 1.6% for women and 4.7% for men since last year. The mean PRP gap still favours male staff, however has shrunk quite notably from 16.65% last year to 10.9% this year. Male staff at Level 5 and Chief Officer are 1.2% and 11.1% (respectively) are more likely to have received PRP, and those payments on average were 10% and 22% (respectively) larger than their female colleagues. The median has now switched, from favouring male staff by 13.8% last year to now favouring female staff by 0.05%.

Gender Pay Gap by Grade

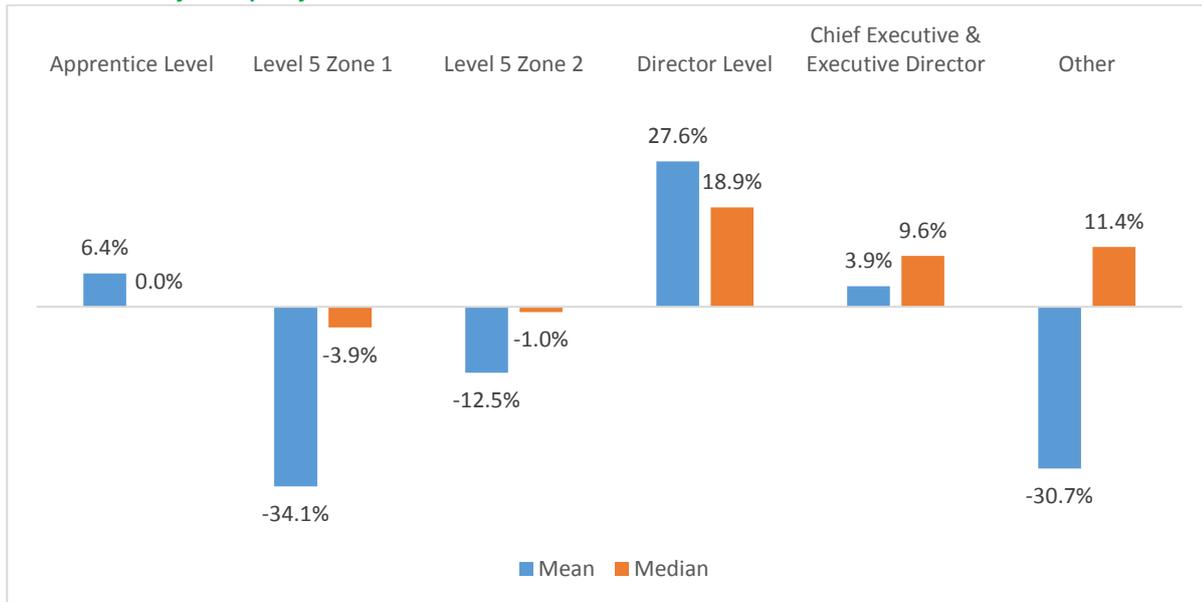


Figure 5: Gender Pay Gaps exceeding 5%

Unlike previous years where we presented the median pay gap at different grades³, we instead present both the mean and median for grades where a pay gap has exceeded the 5% threshold. This allows us to quickly identify the most significant pay gaps and begin plans to resolve them.

Out of the 17 different pay grades at Camden, 6 have a median or mean gender pay gap exceeding 5% - they are shown in *Figure 5*. A positive figure notes a pay gap favouring male staff, whilst a negative figure denotes a pay gap favouring female staff.

The 'other' pay grade is a curious outlier – its median pay gap favours male staff whilst its mean favours female staff. As this grade contains a substantial number of casual and sessional workers – whereby pay and hours vary, this is likely to be the cause of this.

With the exception of the Chief Executive and Executive Director level, female staff outnumber male staff at all of these levels – so representation is unlikely to be a cause behind the fluctuations. With the exception of the Apprentice level, these gaps above the 5% threshold are in the high/top grades in the council. At Level 5 Zone 1 and at the Director level; the former is nearly 7 times higher the 5% threshold and the latter is over 5 times higher.

³ For more information about Camden's different pay grades, please see the Pay Grades and Salary Bands section of the Appendix

Proportional Gender Pay Gap

There have been some minor fluctuations in the workforce composition at the (summarised) pay grades. The Chief Officers pay grade saw the most significant change, with the proportion of female staff increasing by 7%. The only grade to see a decrease was Level 5, where it shrank by 1%.

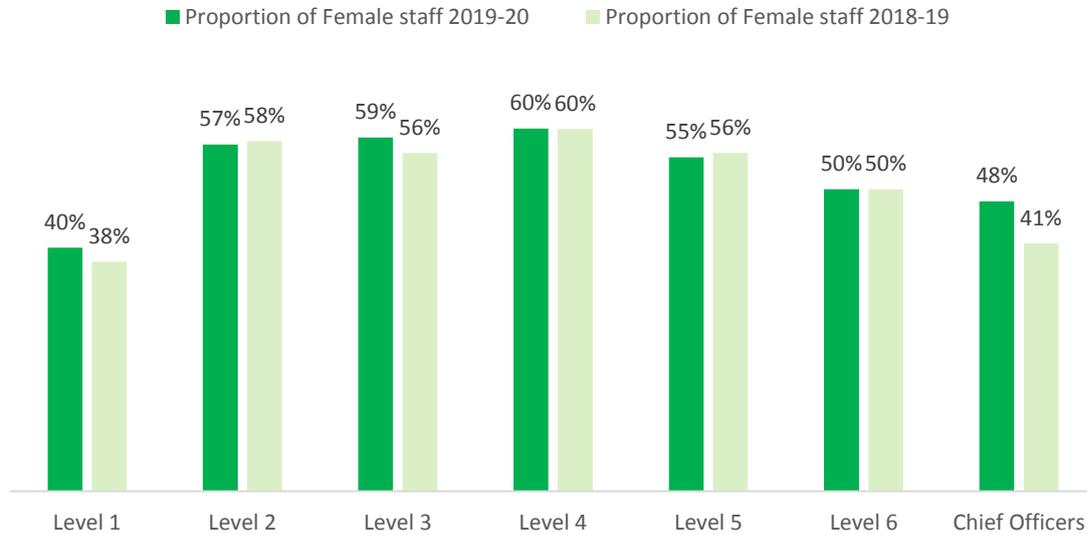


Figure 6: Proportion of Female Employees by Grade Difference 2019-20 vs. 2018-19

The proportional pay gap weights gaps at each grade by the proportion of staff in those grades then combines them into a different overall measure.

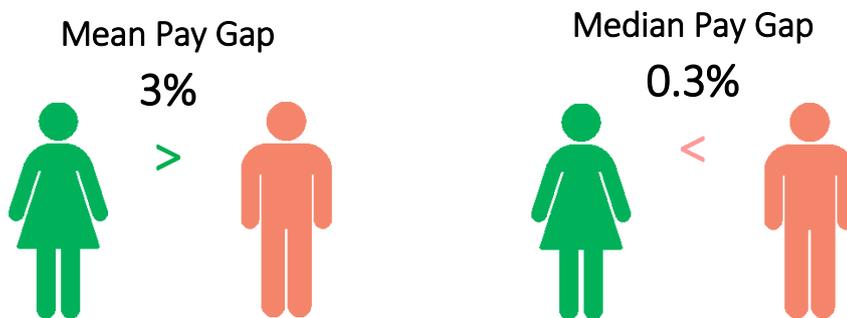


Figure 7: Proportional Gender Pay Gap

The proportional mean gender pay gap has reached closer to parity, reducing from 4.1% last year to 3% this year – still favouring female staff. The proportional median gender pay gap, however, flipped from 0.2% last year favouring female staff to 0.3% this year favouring male staff. It is curious that the proportional median pay gap favours male staff, whilst the headline median pay gap figure favours female staff. This may suggest that both the proportion of female/staff at different levels and the size of the levels themselves are skewing the pay gap figures.

Ethnic Origin Pay Data and Analysis

Camden has reported on its ethnicity pay gap since 2015-16, switching to the methodology prescribed in government legislation in 2016-17. As a result of the small numbers of staff in various different ethnic groups, making statistically significant results difficult, Camden has continued to compare the pay of white staff with that of staff from a Black, Asian and Other Ethnic (BAOE⁴) backgrounds as a group.

Headline Ethnicity Pay Gap

Both the overall mean and median ethnicity pay gap have marginally widened since last year. As *Figure 8* shows, the mean pay gap has increased from 16.2% last year to 16.8% this year – still favouring white staff. The median has increased slightly less – increasing from 10% last year to 10.1% this year.

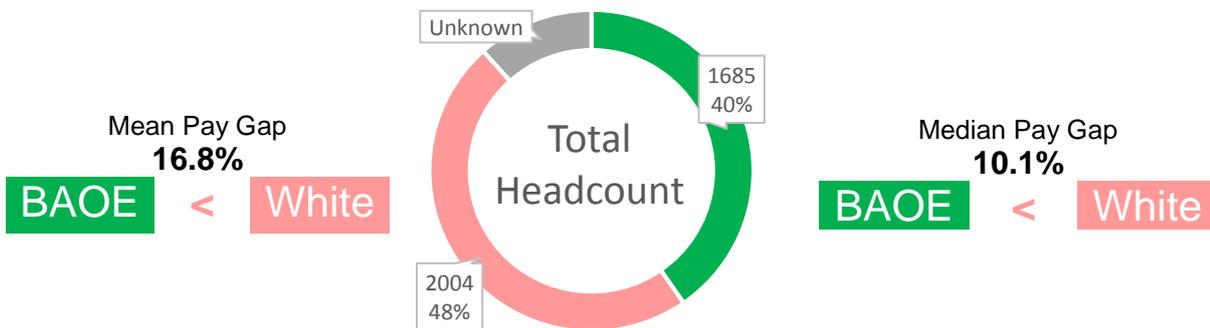


Figure 8: Mean and Median Ethnicity Pay Gap

The increase and overall ethnicity pay gap is being driven by the proportion of Black, Asian and Other Ethnic staff at the lower end of the pay quartiles and the low representation of Black, Asian and Other Ethnic staff at the higher pay quartiles.

Workforce Ethnicity Composition by Earnings Quartile

Unknowns have been removed in order to clarify the data. Overall, since last year the proportion of Black, Asian and Other Ethnic staff has increased at both the Upper and Lower quartiles. The proportion at the Upper quartile increased from 26% to 28%, whilst the Lower quartile saw a larger increase from 52% to 57%. The latter change is likely to be a factor in why headline mean and median figures (above) have increased since last year. Upper middle shrank by 1%, whilst lower middle shrank by 2%.

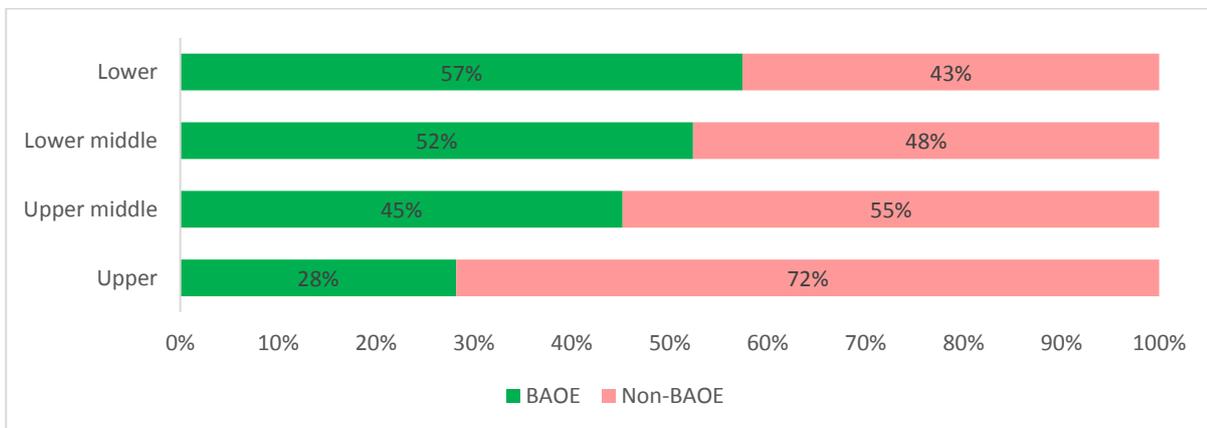


Figure 9: Workforce Ethnicity Composition by Earnings Quartile

⁴ The term 'BAOE' is used for reporting purposes only. We recognise that Black, Asian and Other Ethnic minorities are not one homogenous group, each ethnicity has its own unique identity and experience different barriers.

Performance Related Payments Ethnicity Pay Gap

The Performance Related Payments Gap continues to substantially favour White staff, however the gap has reduced since 2018-19. The mean PRP related pay gap has reduced from 46.7% last year to 35.6% this year, whilst the median has shrunk from 20.6% last year to 19.7% this year. The proportion of Black, Asian and Other Ethnic staff to receive a PRP rose since last year, from 23.8% last year to 27.4% this year. Conversely, the proportion of White staff to receive a PRP shrank from 31.4% last year to 23.1% this year. This suggests that although white employees are less likely to receive a PRP, said PRP is likely to be larger and/or for staff at higher pay grades.

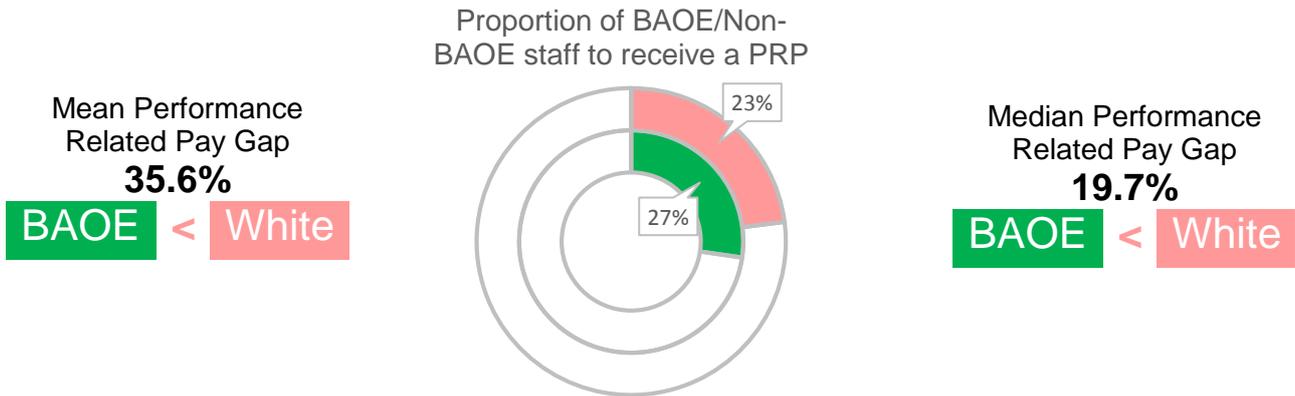


Figure 10: Mean and Median PRPs Ethnicity Pay Gap

Ethnicity Pay Gap by Grade

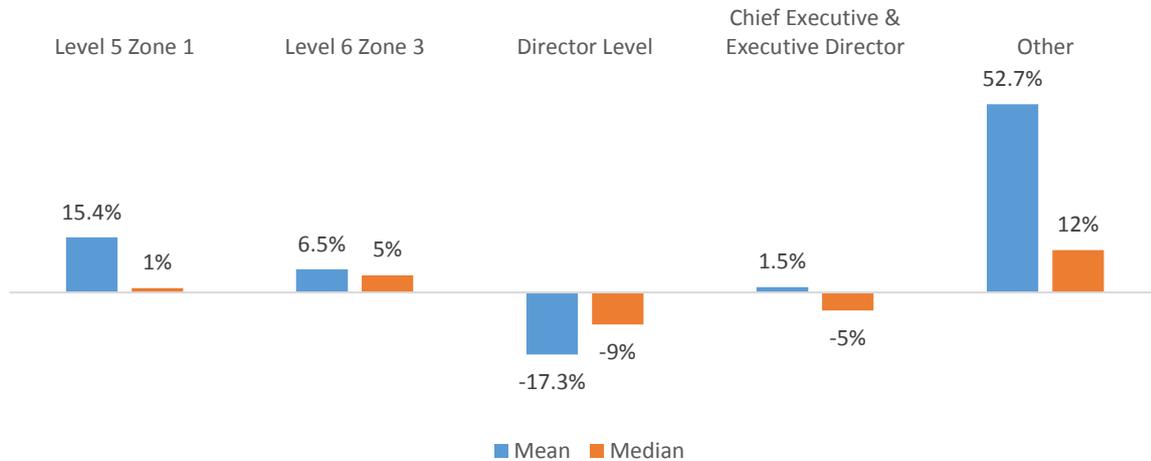


Figure 11: Ethnicity Pay Gaps exceeding 5%

As we did with the Gender Pay Gap earlier, we will now present both the mean and median for grades where a pay gap has exceeded the 5% threshold. Out of the 17 different pay grades at Camden, 5 have a median or mean Ethnicity Pay Gap exceeding 5% - they are shown in Figure 11. A positive figure, i.e. above the line, notes a pay gap favouring white staff, whilst a negative figure denotes a pay gap favouring Black, Asian and Other Ethnic Staff. It is worth noting that there are only 5 staff at the new Level 6 Zone 3 level, 4 of which are White. There are also only 4 members of staff at the Chief Executive and Executive Director Level, 3 of which are White.

That the mean pay gap for 'Other' staff favours White employees by nearly 53% is notable. As discussed earlier, this pay grade contains a large number of sessional and casual workers. Perhaps more importantly, 79.20% of this group are an 'unknown', i.e. they have not stated their ethnicity. This may be skewing the numbers further, as there are only 7 identified Black, Asian and Other Ethnic staff (about 5.6%) at this grade.

Proportional Ethnicity Pay Gap

Figure 12 compares the proportion of Black, Asian and Other Ethnic staff across different (summarised) pay levels against the same figures from 2018-19. ‘Unknowns’ have been removed, as they were last year. The proportion of Black, Asian and Other Ethnic Staff have increased at all levels, barring Level 2 where their proportion reduced by 1%. The proportion of Black, Asian and Other Ethnic staff at the Chief Officers level continues to increase, however the increase is not as substantial as it was last year (where it had increased by 7% on 2017-18). The proportion at Level 6 has also recovered somewhat, having reduced from 22% to 18% in 2018-19.

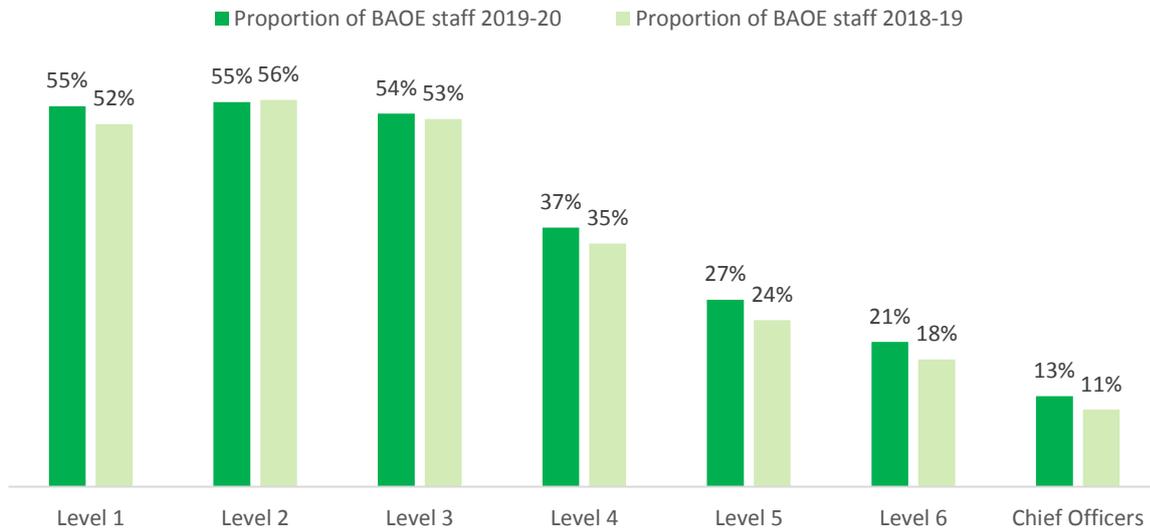
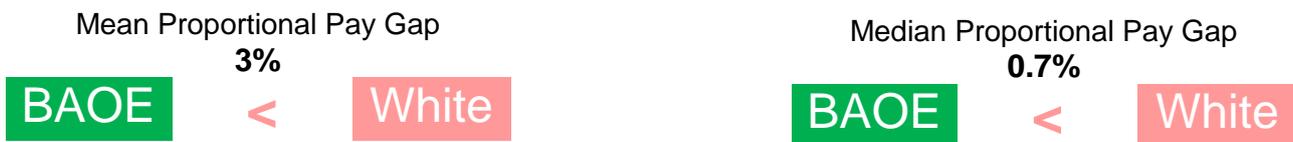


Figure 12: Proportion of BAOE Employees by Grade Difference 2019-20 vs. 2018-19

The proportional ethnicity pay gap factors in the gaps at the grade level and weights them proportional to the number of staff at those grades. Since last year, the mean figure has increased from 1.5% to 3%, and the median has increased from 0.4% to 0.7%. These are fairly small increases (particularly the median) with gaps remaining under the 5% threshold and indicate that there is equal pay within grades, and the lack of representation at senior levels is the underlying cause of the headline ethnicity pay gap.

Figure 13: Proportional Ethnicity Pay Gap



Disability Pay Data and Analysis

Robust analysis of pay data by disability is hindered by the low number of staff who have declared a disability (only 4.43%) and the extremely high proportion of 'Unknowns' - this also includes those staff who declared that they would prefer not to say; the number of 'unknowns' has increased from 17% last year to 42.47% this year. These figures will skew the data, so conclusions drawn from it need to keep that in mind.

Headline Disability Pay Gap

Albeit still under the 5% threshold, the mean pay gap has increased from 1% last year to 2.7% this year. The median pay gap, however, has shrunk from 2% last year to 1.3% this year. The very high proportion of Unknowns this year may be a factor in this unusual fluctuation. The London median for disability is 15.3% which is slightly higher than the overall UK median of 12.2%⁵ - both of which are substantially higher than Camden's 1.3% median disability pay gap.

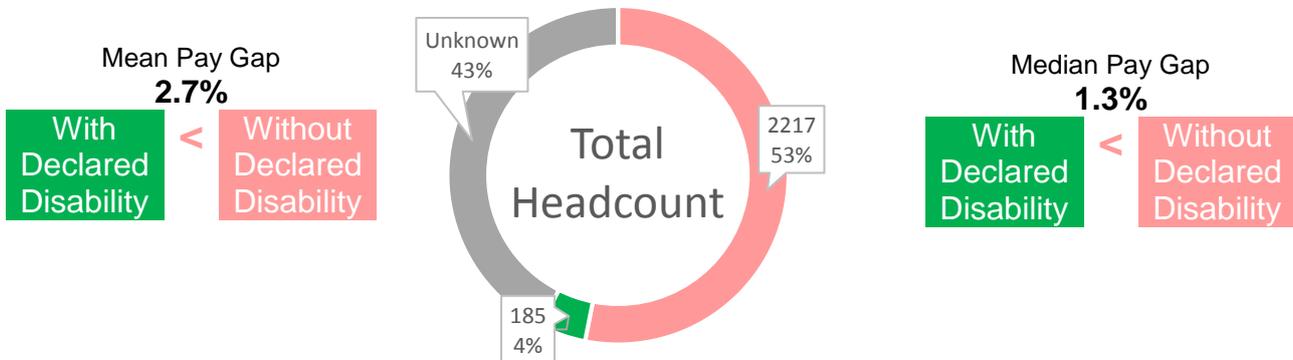


Figure 14: Mean and Median Disability Pay Gap

Workforce Disability Composition by Earnings Quartile

As with Ethnicity, 'Unknowns' have been removed in order to clarify the data. The proportion of Disabled staff has increased at all quartiles since last year. At the lower end, the proportion has doubled from 4% to 8%, whilst from 3% to 6% at the upper end. The lower middle increased from 5% to 8%, whilst the upper middle quartile saw largest increase, growing from 4% last year to 9% this year.

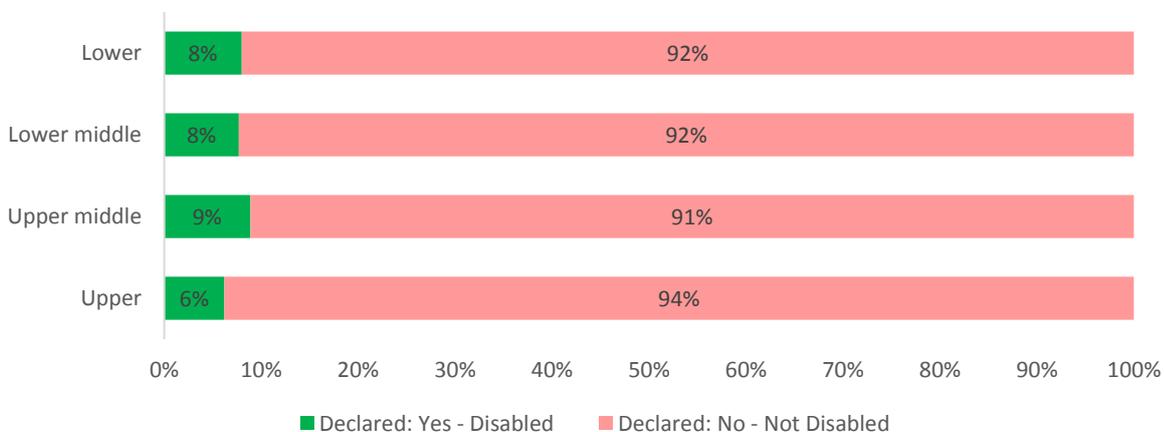


Figure 15: Workforce Disability Composition by Earnings Quartile

⁵ ONS 2018, full report available [here](#)

Performance Related Payments Disability Pay Gap

The Performance Related Payments Gap continues to substantially favour staff who have not declared a disability. The mean performance related pay gap has notably reduced from 30.6% in 2018-19 to 23.7% this year, still favouring non-disabled staff. The median, however, has marginally risen from 15.5% last year to 17.03% this year and still favours non-disabled staff. The proportion of disabled staff to receive a bonus increased from 28.6% last year to 34.6% this year, whilst it increased from 28.8% to 32.6% for non-disabled staff. Similar to the Ethnicity Performance Related Pay Gap, this suggests that although non-disabled employees are less likely to receive a PRP, said PRP is likely to be larger and/or for staff at higher pay grades. This data is further skewed by the significantly high number of unknowns.

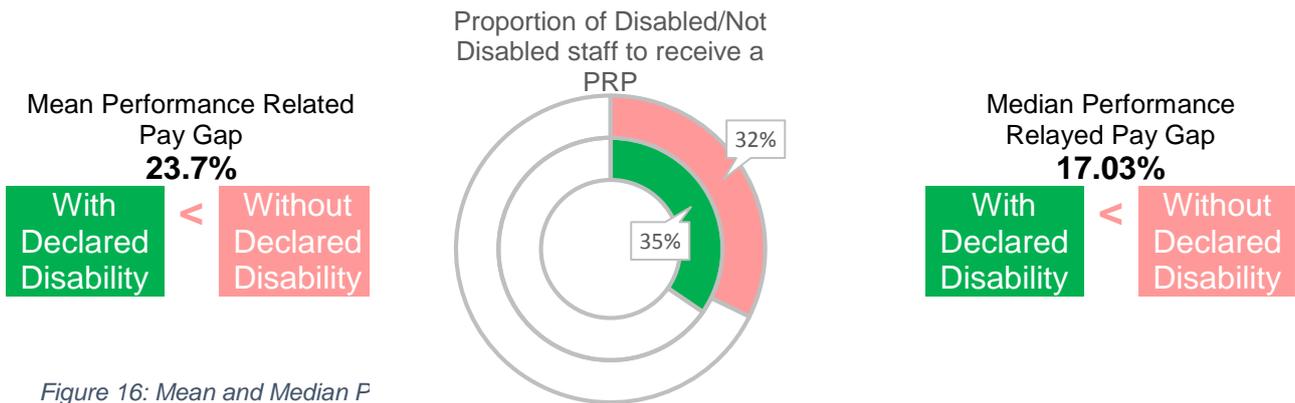


Figure 16: Mean and Median P

Disability Pay Gap by Grade

We will now present both the mean and median for grades where a pay gap has exceeded the 5% threshold. Out of the 17 different pay grades at Camden, 6 have a median or mean Disability Pay Gap exceeding 5% - they are shown in Figure 16. A positive figure notes a pay gap favouring non-disabled staff, whilst a negative figure denotes a pay gap favouring disabled staff.

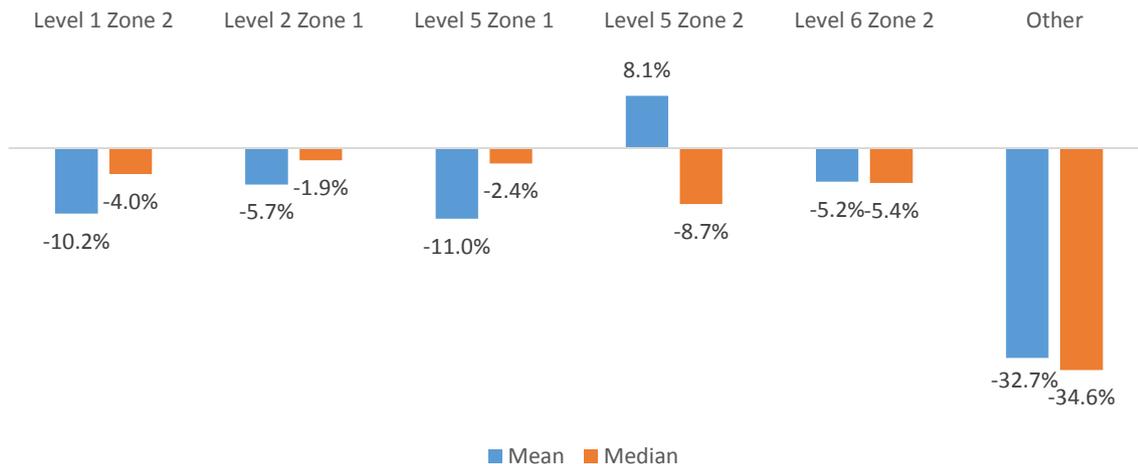


Figure 17: Disability Pay Gaps exceeding 5%

Interestingly, where the mean and/or median have exceeded the 5% threshold it has been favouring disabled staff (with the exception of the Level 5 Zone 2 mean). We encounter the 'Other' problem again, and as discussed earlier, this pay grade contains a large number of sessional and casual workers. It also has one of the highest rates of unknowns at 91.2% - likely skewing the numbers further. In fact all levels in question have an unknown rate above 35%, with Level 2 Zone 1 being as high as 53.5%.

Proportional Disability Pay Gap

The proportion of Disabled staff has increased at Levels 1 to 6, and in some cases, such as Level 2 and 5, doubling in size. There continues to be no disabled representation at the Chief Officers level. Again, this may be down to lack of declarations (as it was last year), but still requires further investigation.

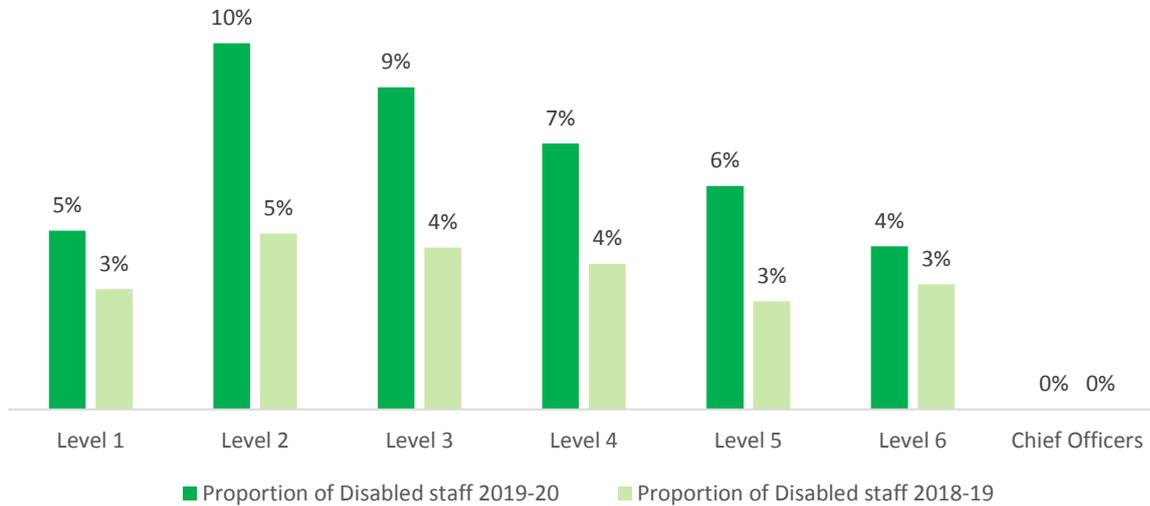


Figure 18: Proportion of Disabled Employees by Grade Difference 2019-20 vs. 2018-19

Both the mean and median proportional Disability pay gaps have reached closer to parity since last year, however they still slightly favour staff who have declared a disability. The mean proportional pay gap reduced from 3.4% last year to 1% this year, whilst the median saw a reduction from 2.2% to 0.14% this year. This confirms that the proportions of Disabled staff and the actual overall size of the level will marginally affect the headline mean and median disability pay gaps. It is important to reaffirm that the low declaration rate and the number of ‘unknowns’ will skew these results somewhat.



Figure 19: Proportional Disability Pay Gap

Conclusions and Actions

Gender

Overall, the gender pay gap continues to favour female staff at Camden, however that gap has shrunk since 2018-19 and remains within the +/- 5% threshold. It is likely that there will always be some marginal overall favourability to either men or women each year, due to various factors such as changing patterns in length of service, and part-time vs. full-time working arrangements. The performance related pay gap still favours male staff, however there has been a significant reduction since last year's data.

Actions:

1. Continue to embed and promote agile and flexible and inclusive working practices across the council, particularly looking into male take-up of part-time working arrangements.
2. Collect data from both new recruits and leavers to better understand why they want to work at Camden and why they want or need to leave – this includes reviving the use of exit interviews.
3. Review the My Performance Scheme and other performance related payments to assess and proactively monitor for any gender biases. Engage in a knowledge campaign across the council to make sure all directorates, managers and teams are fully aware that these types of rewards exist and of the process to award them.

Ethnicity

The ethnicity pay gap has marginally increased, seeing rises in the headline mean and median pay gaps since our last report. Figures are largely determined by representation at various levels across the Council, and changing this will take time. The performance related pay gap still favours white staff, although there have been some improvements since last year – the mean figure in particular. The ethnicity pay gap continues to be a top priority for the Council.

Camden has recently reaffirmed its unfailing commitment to race equality and published a race equality action plan⁶. At the heart of this action plan is a commitment to challenge our current system to create a fair and equal organisation for everyone. As part of this we have established a new race equality task and finish group – bringing together a diverse group of colleagues from across the organisation – to help us to embed and coordinate the work happening right now, and to ensure we give this agenda the visibility and resource needed to meet our ambitious goals.

Actions

1. Understand the different experiences of ethnic groups better by encouraging staff who have not previously declared their ethnicity, to feel comfortable to do so and by using focus groups to build our knowledge and inform future change.
2. Review our entire end-to-end recruitment process to understand how and where it is disadvantaging our Black, Asian and minority ethnic colleagues.
3. Commit to better diversity in all interview panels and no all white candidate shortlists for roles at level 5 and above.
4. Investigate the role of unconscious bias and how it impacts recruitment and promotion prospects.
5. Review our sponsorship and mentoring scheme to see how much further we can go
6. Establish better networking opportunities for all staff at all levels.
7. Examine our approach to performance development, making sure no group is left behind and focusing on continuing performance conversations and coaching for career development.
8. Review the My Performance Scheme and other performance related payments to assess and proactively monitor for any ethnicity biases.

⁶<http://democracy.camden.gov.uk/documents/s92533/RCP%20HR%20Annual%20Report%202020.pdf> (Appendix B p28)

Disability

The mean disability gap has marginally increased since last year, whilst the median has improved – both still favouring non-disabled staff. The gap remains within the +/- 5% threshold set by Camden. The mean bonus pay gap has notably reduced, whilst the median has marginally increased since last year. However, the high proportion of 'unknowns' in the data continue to hinder robust analysis.

Actions

1. Rephrase disability declaration questions to encourage people to declare and align our descriptions with the social model of disability.
2. Investigate new ways to support disabled candidates, and make sure that disabled staff who have not declared a disability previously, feel comfortable and supported to do so.
3. Investigate the experience of disabled staff at Camden and review our processes so they support our aim of making Camden more inclusive towards disabled people so that people feel valued, safe and respected.

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Pay Grades and Salary Bands

Pay Grade	Average Actual Salary	Median Actual Salary	Min - Max Pay Band
Apprentice Level	£20,203	£20,179	£19,804 - £20,292
Level 1 Zone 2	£21,694	£21,231	£21,231 - £22,891
Level 1 Zone 3	£24,313	£24,340	£23,441 - £25,273
Level 2 Zone 1	£26,626	£27,255	£25,880 - £27,904
Level 2 Zone 2	£29,732	£30,233	£28,573 - £30,808
Level 3 Zone 1	£32,792	£33,024	£30,066 - £34,538
Level 3 Zone 2	£35,813	£35,773	£33,122 - £38,423
Level 4 Zone 1	£39,783	£39,782	£36,630 - £42,490
Level 4 Zone 2	£45,019	£45,441	£40,829 - £47,360
Level 5 Zone 1	£50,513	£50,685	£45,504 - £52,786
Level 5 Zone 2	£56,288	£56,155	£49,299 - £60,254
Level 6 Zone 1	£65,383	£65,985	£58,262 - £71,207
Level 6 Zone 2	£76,994	£77,965	£67,223 - £82,164
Level 6 Zone 3	£88,222	£88,608	£73,000 - £92,500
Director Level	£104,620	£100,049	£90,000 - £120,000
Chief Executive & Executive Director	£121,866	£117,067	£129,600 - £199,650
Other	£28,704	£26,952	£15,669 - £82,164

Please note, the above minimum and maximum figures reflect the pay bands of the pay schemes that form a part of Camden terms and conditions. For the purpose of analysis staff on other terms and conditions with different pay schemes have been aligned to an appropriate pay band between Level 1 and Level 6. There may therefore be some variations between the actual minimum and maximum of those pay bands and the above figures should be considered indicative, not definitive actual Pay Bands.

Methodology

This report adopts the methodology prescribed by the government legislation which came into force in April 2017, a summary explanation of which is provided below. The full methodology can be accessed [here](#)⁷.

What do we report on?

Parameter	Calculation details
Employee headcount	Only full-pay employees employed by the Council as of 31 March 2020 are included in the calculation. That means that an employee must be paid full usual pay during the pay period (1 April 2019 – 31 March 2020). If the employee is paid less than his usual rate because of being on unpaid leave for that period, he is not included in the calculation.
Hourly Pay rate	Includes any monetary payment: basic pay, allowances, pay for piecework, pay for leave, shift premium pay, performance based payments. Does not include overtime pay, redundancy pay, pay related to termination of employee, any repayment of authorized expenses, benefits in kind, interest-free loans.
Mean pay gap	The difference between the average hourly rate of pay of male and that of female expressed as a percentage of the average hourly rate of pay of male employees.
Median pay gap	The difference between the actual midpoint of hourly rates of pay of male and that of female expressed as a percentage of the actual midpoint hourly rate of pay of male employees.
Quartile pay bands	The proportion of male and female full-pay relevant to employees in the top 25% of earners, 2 nd highest 25% of earners, lowest 25% of earners and 2 nd lowest 25% of earners.
Performance related payment	My Reward and My Recognition schemes which consist of £40 vouchers, 1% and 2% of current pay rewards as well as Chief officer variable pay.

Median Pay Gap Calculation



⁷ <https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather>