



London Borough of Camden

Pay Gap Report

April 2024 - March 2025

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Introduction

Camden has a long tradition of promoting equality – we are proud to be one of the most diverse places in the country. Tackling inequality sits at the heart of our We Make Camden vision – and we are determined to take radical action to bring about real, meaningful, and lasting change 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. We have taken a leading and visible position on increasing pay transparency for some time. The transparency and accountability that pay gap reporting brings are crucial in driving greater equality in the workplace.

We have been voluntarily reporting our gender, ethnicity, and disability pay gap since 2015, and we are one of only a few organisations that have gone beyond the statutory requirements, both then and now. We believe that by shining a light on any disparity in pay, you acknowledge that there is an issue, and you can then begin to discuss how to address it. In 2022, we were the first local authority to publish a Gender Pension Gap report. We have recently published our second Gender Pension Gap report and committed to improving retirement outcomes for staff. Shining a light on this disparity will help us raise the profile of this critical issue. We remain committed to reporting on the gender pension gap regularly in the future.

We are pleased to report that we continue to see progress towards closing pay gaps where they exist. The Headline ethnicity pay gap at Camden is primarily due to the underrepresentation of Black, Asian, and Other ethnicities in senior positions, coupled with their higher representation in lower-level roles. Addressing this issue requires progressive change. While there is still more to do, we continue to see the work we have been doing over several years begin to have a positive impact.

Pay gaps, however, do not necessarily indicate an issue with 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. We continue to take action to address any pay gaps and ensure that our policies and practices are fair.

While Camden's gender pay gap is small and slightly favours women, a gender pension gap exists in the pension fund. The gender pension gap is likely caused by both historical gender pay gaps and continuing differences in working patterns between genders.

Our goal for our citizens is that no one gets left behind, and the same applies to 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.

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

Joanna Brown, Director of People and Inclusion

Executive Summary

Camden has published a detailed analysis of its Gender pay gap data for several years, also reporting on gaps by ethnicity and disability, when appropriate. This enables us to gain deeper insights into our workforce and make more informed, better decisions.

Key findings in this year's pay gap report include:

Gender

- There has been no material change to the gender pay gap, which still favours female staff. Since last year, the mean has increased 0.1% to 1.3%, and the median has decreased from 2.4% to 2.2% - both remaining below the 5% threshold¹.
- The mean gender pay gap for part-time employees has decreased from 15.2% to 9.8%, whilst the median gender pay gap for part-time employees has increased from 2.5% to 9.7% - both continue to favour female staff. This data is skewed because 72.2% of part-time employees at Camden are female.
- There have been slight changes within pay quartiles, particularly within the top 25% of earners, where the proportion of female earners has increased from 54% to 56%.
- There is now only one grade with a gap of over 5%. Median pay gaps at the 'Other' grade level favour female staff, with the median over the 5% threshold at 8.9%.
- The most notable change this year has been the Performance-Related Pay (PRP) gap. The Mean PRP gap has decreased from 14.2% last year to 10.1%, continuing to favour Male staff. The median has significantly reduced from 18.3% last year to 9.1%, favouring Male staff. Camden has seen notable changes in the PRP gap over the past few years, and ongoing monitoring continues to identify and address any emerging negative patterns.

Ethnicity

- There have been slight changes to the mean and median ethnicity pay gaps since last year. The mean has decreased slightly from 12.0% last year to 11.5%. Meanwhile, the median has increased slightly from 12.0% last year to 12.6%. Both still favour White staff.
- The proportion of Black, Asian and Other Ethnicity staff has increased at all earning quartiles. The most significant increase was at the 'Lower bottom 25% of earners', which increased by 3% from 62% last year to 65%.
- The lower representation of Black, Asian, and Other Ethnicity at senior levels and the higher representation at lower levels continue to drive the headline ethnicity pay gaps. However, Camden continues to see slight increases in representation at all levels, with the exception that this year, the Chief Officers level saw a slight decrease from 38% to 32%, following increases in the past few years.
- The PRP Gap continues to favour White staff substantially. The mean gap increased from 18.6% last year to 20.6%, while the median gap decreased from 17.4% to 16.7%. However, the distribution of awards is increasingly proportionate to the composition of the workforce, meaning the driver of the ethnicity PRP pay gap is the lower level of representation of Black, Asian, and Other ethnicities at senior levels and the higher level of representation at lower levels.

¹ A threshold of 5% is the conventional threshold for declaring statistical significance and enables us to quickly identify the most significant pay gaps that may require further action to address.

Disability

- Robust analysis of pay data by disability is significantly hindered by the high proportion of 'Unknowns'. There has been a slight decrease in 'Unknowns' since last year, from 33.4% to 32.8% but the high number of unknowns will continue to skew the analysis.
- The mean disability pay gap has increased slightly since last year, from 2.2% to 2.4% still favouring staff who have declared they do not have a disability. The median has increased slightly from 0.3% to 0.4%, still favouring staff who declared they do not have a disability. Both remain below the 5% threshold.
- There have been no significant changes within pay quartiles since last year.
- The Mean PRP Pay Gap continues to favour staff who have not declared a disability, increasing from 7.5% to 10.4% Whilst this year, the median has flipped from 6.1% in favour of staff who have declared themselves not to have a disability, to 2.6% in favour of staff who declared a disability

Thematic Actions

Further details of the Council's work to facilitate narrowing pay gaps and moving closer to parity are set out at the end of this report. The three main themes, however, remain the same.

- **Understanding our workforce and their experiences:** This is key to achieving Camden's aims. To support this, the Council has researched the experiences of various employee groups, conducted focus groups to gather insights on specific issues, and closely listened to feedback from employees and employee networks. Moreover, over the last few years, the Council has worked closely with these networks to encourage employees to update their diversity data, changing the language and phrasing of the questions we ask to make them more inclusive. Camden is beginning to see these results with increased declarations across some of our key demographics, particularly for our disabled employees.
- **Progressive change:** Camden recognises that inequalities experienced by individuals vary across marginalised groups, and that experiences are complex and multifaceted. The Council has worked closely with colleagues to listen to their lived experiences and continues to do so to inform its approach. Camden is one of the most diverse places in the country, and as an employer, the Council aims to be sector-leading in its work to promote fairness and inclusivity. However, this work is not linear – it's messy, imperfect, and complex. It is not about one-off initiatives, but about sustained commitment over the years. Not everything the Council tries is always effective, and this work is never 'complete.' However, there are numerous positive signals in workforce data and employee feedback that indicate Camden is heading in the right direction.
- **Fair Pay:** The Council continues work to ensure Camden's pay and reward framework remains equitable, transparent, and sustainable in the current economic and labour market context. Transparent processes are maintained to ensure that pay decisions comply with Camden's pay management guidance. The payment of PRP is monitored throughout the year to enable the identification and exploration of any potential biases, so that these can be addressed and inform improvements to the Council's pay and reward schemes.

Gender Pay Data and Analysis

As Camden has done in previous reports, the analysis of the gender pay gap begins by providing the statutory information.² Commentary supplements the data to provide key insights into the Camden Council Context. Other data is also included to further understand the patterns shaping the Gender Pay Gap.

Headline Median and Mean Gender Pay Gap

Overall, the 2024-25 Gender Pay Gap figures indicate that women continue to be paid slightly more than men. The mean and median pay gaps have moved somewhat since last year. The mean has increased slightly from 0.1% to 1.3%, and the median decreased slightly from 2.4% to 2.2%, both remaining below the 5% threshold. There is more variation at the grade level, which will be investigated later in this report.

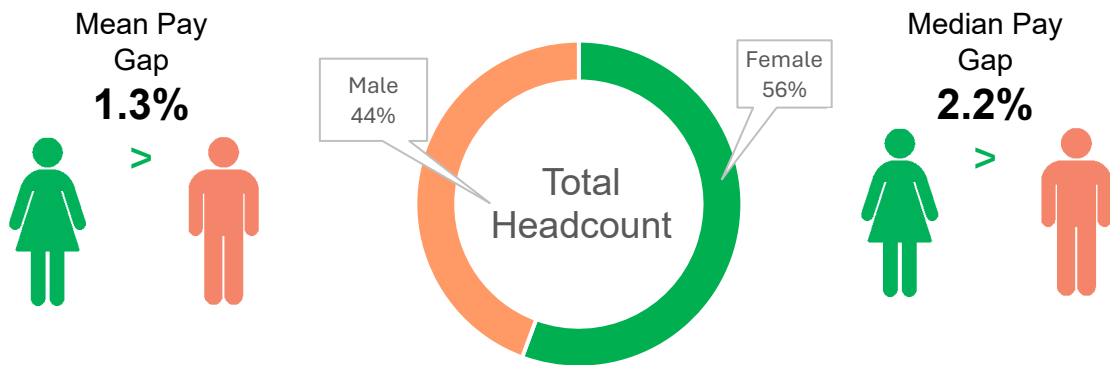


Figure 1: Mean and Gender Pay Gap

Part-time/Full-time Gender Pay Gap

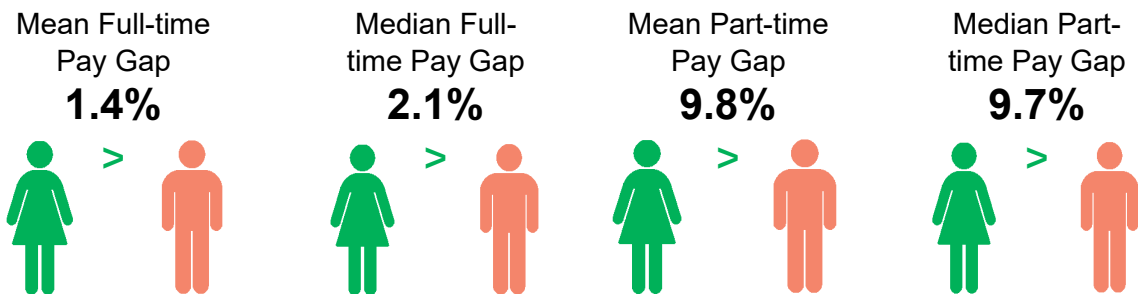


Figure 2: FT/PT Gender Pay Gaps

Female staff members still earn more than their Male colleagues, both for full-time and part-time employees. The gap for full-time staff has slightly increased since last year, as the mean has increased from 0.3% to 1.4%, still favouring Female staff, while the median remains unchanged at

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 pay (PRP) 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 2025.

2.1%. For part-time staff, the mean decreased from 15.2% to 9.8% whilst the median increased from 2.5% to 9.7%, both of which still favour Female staff. Part-time staff at Camden are significantly more likely to be Female, comprising 72.2% of all part-time staff. This may skew hourly rates in favour of part-time Female employees above Male ones. This year, there has been an increase in Female part-time workers at Levels 3 and 5, while there has also been an increase in Male part-time workers at Level 4. This change appears to be the primary driver of the shift in the part-time pay gaps.

Workforce Gender Composition by Earning Quartile

All pay quartiles except the 'Lower' (bottom 25% of earners) quartile continue to have a greater proportion of Female staff. Since last year, the difference between the proportion of Male and Female earners has increased in the top 25% (upper quartile) from 54% to 56%. The Upper and Lower Middle levels experienced a 1% increase from the previous year. At the Lower (bottom 25% of earners), the proportion of Male staff has decreased by 1%, but Male staff remain the majority.

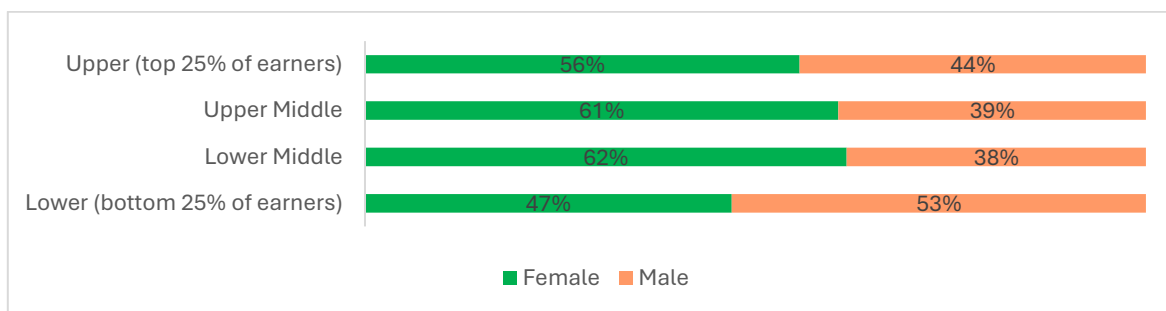


Figure 3: Workforce Gender Composition by Earnings Quartile

Performance Related Payments Gender Pay Gap

Performance-related Payment (PRP) at Camden consists of non-consolidated awards of 1% and 2% of an individual's salary, £40 vouchers, and variable payments for the chief officer. These awards all fall under the definition of bonus payments specified by the government's criteria.

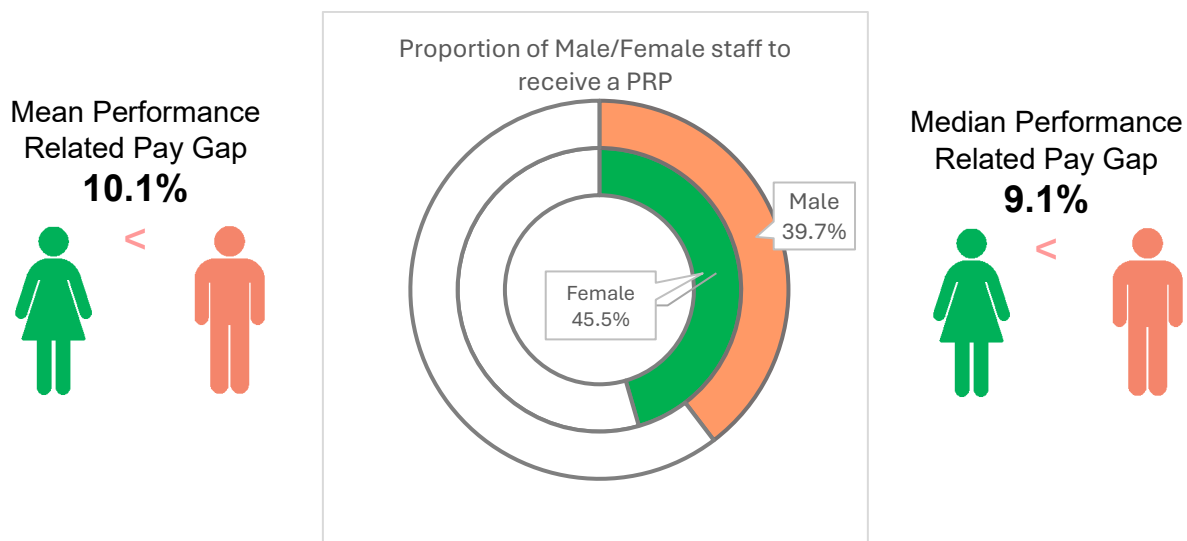


Figure 4: Mean and Median PRPs Gender Pay Gap

The Mean PRP gap decreased from 14.2% last year to 10.1%, continuing to favour Male staff, whilst the median significantly reduced from 18.3% to 9.1%, still favouring Male staff. The overall proportion of staff receiving some PRP has increased by 3.8% for women and decreased by 0.8% for men since the 2023-24 period.

A review of the underlying data has shown that of the 17 different pay grades at Camden, 13 grades now have an average PRP value that favours Male staff, increasing from 10 grades favouring Male staff in 2023-24. Key factors influencing this change are the distribution of different types of PRP among Male and Female staff (in terms of overall amount and by grade) and the relative position within the pay grade of staff receiving 1% and 2% awards.

The overall distribution of £40 vouchers shows that 63.7% of total vouchers issued between April 2024 and March 2025 were to Female staff, a slight increase on last year and 7.2% greater than their share of the workforce. Female staff received more vouchers than Male staff at all levels except for Level 2, the only level where Male staff are in the majority, and Level 6, where the numbers of Male and Female staff are closest to equal.

The table below shows the proportion of awards made at each level. This year, the overall distribution of percentage awards for All Grades again favours female staff for both 1% and 2% awards. The proportion of 2% awards awarded to All Grades of female staff this year increased by 2.9% from 53.2% to 56.1%, which aligns exactly with the proportion of females in the workforce eligible for percentage payments. The most significant changes occurred at Level 3, where the proportion of female staff receiving awards increased by nearly a fifth, from 47.8% to 66.3%, 7.3% greater than their share of the workforce at that Level. At Level 6, however, there was a significant decrease in the percentage of female staff receiving awards, from 60.7% last year to 45% this year.

By contrast, the distribution of 1% awards for All Grades was not aligned with the workforce composition, and female staff were overrepresented by 4.3%. The most notable variations to workforce composition were at Level 1, where Female staff were underrepresented by 33.2%, and Level 4, where they were overrepresented by 7.9%.

Level	1% Reward Payment		2% Reward Payment	
	Female	Male	Female	Male
Level 1	25.0%	75.0%	60.0%	40.0%
Level 2	54.5%	45.5%	45.3%	54.7%
Level 3	60.3%	39.7%	66.3%	33.8%
Level 4	66.4%	33.6%	56.2%	43.8%
Level 5	55.2%	44.8%	54.3%	45.7%
Level 6	47.8%	52.2%	45.0%	55.5%
All Grades	60.4%	39.6%	56.1%	43.9%

Gender Pay Gap by Grade

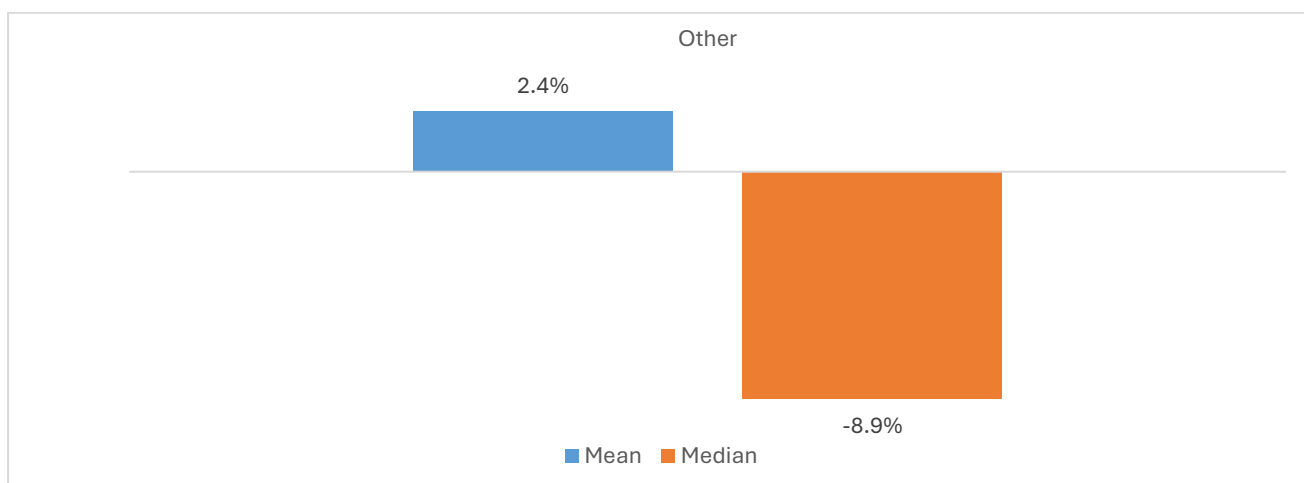


Figure 5: Gender Pay Gaps exceeding 5%

The graph above displays the mean and median grades with a pay gap exceeding the 5% threshold. This enables us to quickly identify the most significant pay gaps and begin plans to resolve them. A positive figure notes a pay gap favouring Male staff, whilst a negative figure denotes a pay gap favouring Female staff.

There are sixteen³ pay grades at Camden, and only one of these, the 'Other' grade, has a mean or median gender pay gap exceeding 5%. This is a decrease from two grades in 2023-24.

The mean and median pay gaps for the "Other" grade have, however, both decreased significantly since last year, when both were in favour of male staff. The mean pay gap has reduced from 29.7% to 2.4% still favouring Male staff, whilst the median pay gap has flipped from 30.6% favouring Male staff to 8.9% favouring Female staff. This pay grade encompasses a range of roles and predominantly includes staff who have been TUPE transferred into Camden on protected terms and conditions. The main driver of the change in the pay gaps this year is the notable change in the composition of this staff group. The proportion of Female staff at this grade has increased from 63.2% last year to 70.1% this year.

Proportional Gender Pay Gap

There have been slight changes in the workforce composition at the (summarised) pay grades. The Chief Officers level saw the most significant change from 2023-24, with the proportion of Female staff increasing by 12%. Levels 2, 3, 4, and 6 have seen no change, while Level 1 has seen an increase of 3% from 2023-24. Level 5 has also seen a 1% increase from last year.

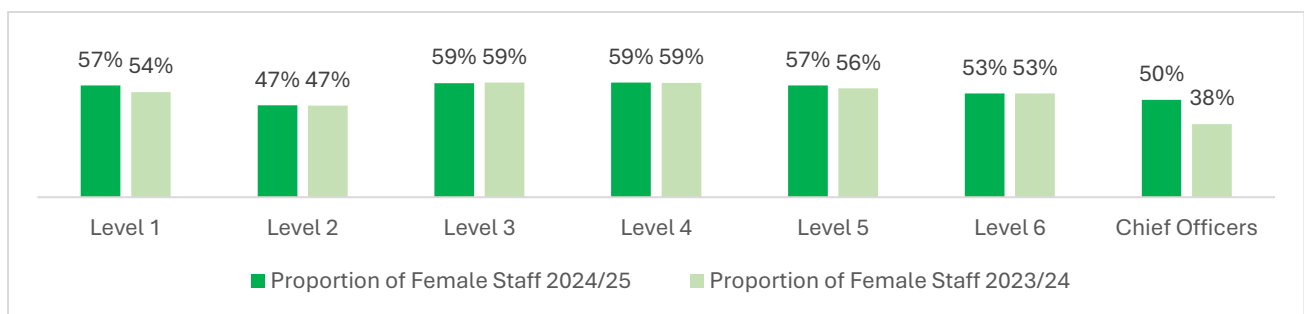


Figure 6: Proportion of Female Employees by Grade 2024-25 vs. 2023-24

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.

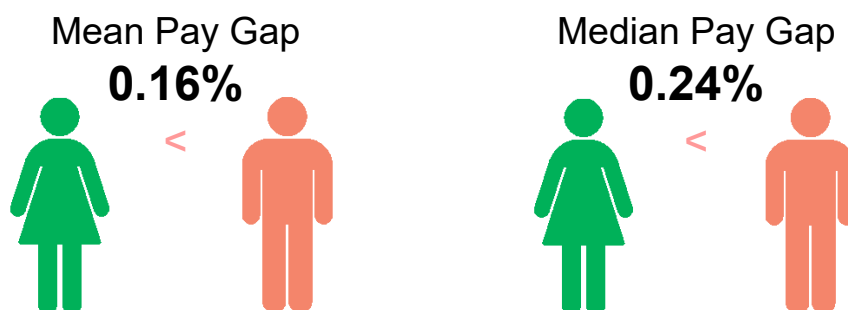


Figure 7: Proportional Gender Pay Gap

³ For the purposes of grade level analysis due to the low numbers of staff than the Chief Officer levels (Director, Executive Director and Chief Executive) are amalgamated into one 'grade'

The proportional mean gender pay gap has decreased from 0.85% to 0.16%, still favouring Male staff this year. The proportional median gender pay gap has also decreased from 0.81% to 0.24%, favouring Male staff. Both proportional pay gaps are still significantly within the 5% thresholds. The changes since last year may be due to random noise in the data rather than any structural and/or significant pay changes.

Ethnicity 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. The small numbers of staff in some ethnic groups make statistically significant results difficult, so Camden has continued to compare the pay of White staff with that of staff from Black, Asian and Other Ethnicity (BAOE⁴) backgrounds as a group.

Headline Ethnicity Pay Gap

The mean ethnicity pay gap has decreased slightly from last year, from 12.0% to 11.5%, still favouring White staff. The median ethnicity pay gap has increased somewhat, from 12% to 12.6%, still favouring White staff.

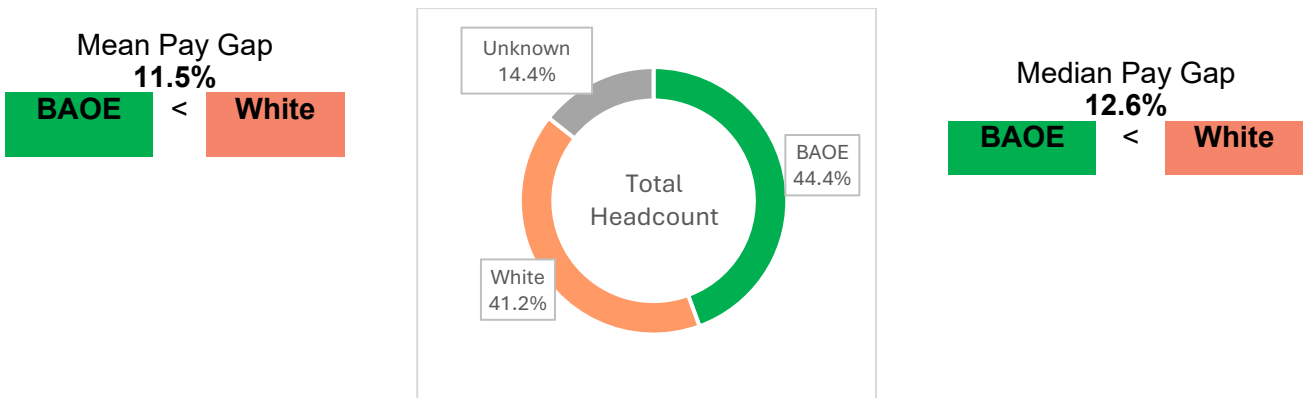


Figure 8: Mean and Median Ethnicity Pay Gap

Workforce Ethnicity Composition by Earning Quartile

Unknowns have been removed, as they were last year, to clarify the data. The proportion of Black, Asian and Other ethnicity staff at each quartile has seen an incremental change since last year; the most significant increase is at the Lower (bottom 25% of earners) quartile with a rise of 3% for Black, Asian, and Other ethnicity staff. The representation of Black, Asian, and Other ethnicity staff in the Upper Middle and lower middle quartiles has decreased by 1% from last year. Staff from Black, Asian, and Other ethnicities in the Upper (top 25% of earners) quartile has increased by 1%; however, this quartile remains in favour of employees of white ethnicity.

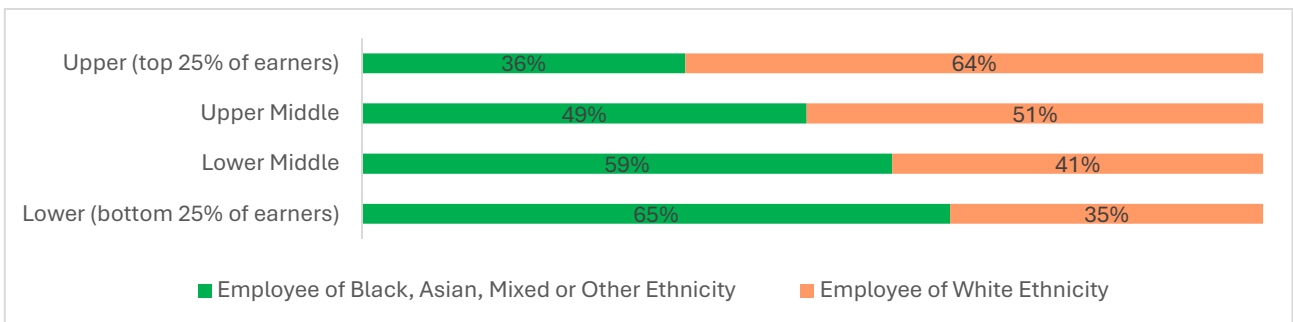


Figure 9: Workforce Ethnicity Composition by Earnings Quartile

⁴ The term 'Black, Asian and Other Ethnicity' is used for reporting purposes only. The acronym 'BAOE' is used in data tables and charts when this is necessary for presentational purposes. We recognise that Black, Asian and Other Ethnicities are not one homogenous group; each ethnicity has its own unique identity and experiences different barriers.

Performance Related Payments Ethnicity Pay Gap

The Performance-Related Payment Gap continues to favour White staff substantially. The mean PRP gap increased by 2% from last year's 18.6% to 20.6%, whilst the median PRP pay gap slightly decreased last year from 17.4% to 16.7%. The proportion of staff receiving a PRP has decreased for Black, Asian, and Other ethnicity staff by 0.1% from 41.3% to 41.2%, while White staff have seen an increase of 2.4% from 44.9% to 47.4%.

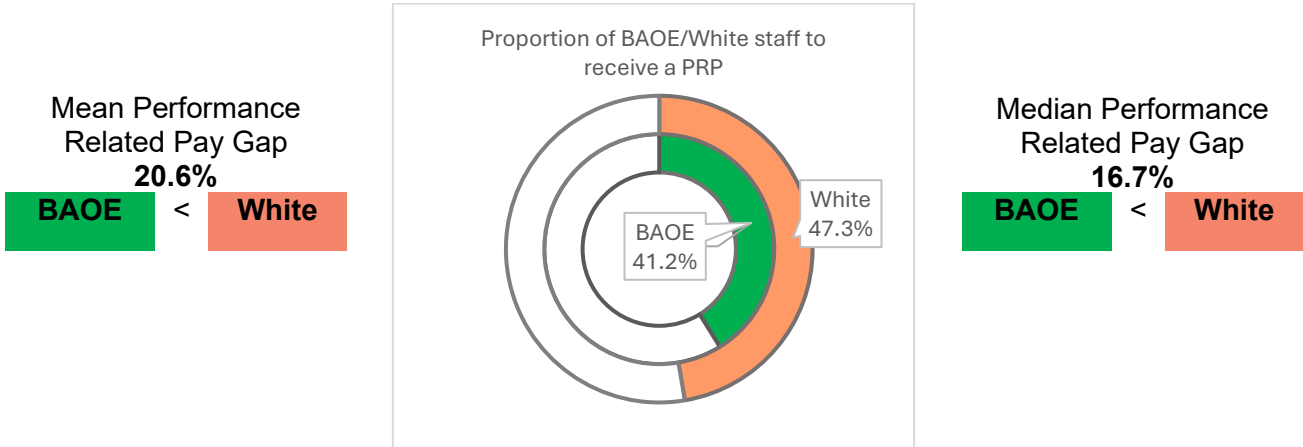


Figure 10: Mean and Median PRPs Ethnicity Pay Gap

The overall distribution of £40 vouchers between April 2023 and March 2024 shows that 49.4% were awarded to staff of Black, Asian, and Other ethnicities. The breakdown by Level remains similar to last year, with Black, Asian, and Other ethnicity staff receiving more vouchers at Levels 1 through 3, whilst White staff received more at Levels 4 to 6.

The table below shows the proportion of awards made at each Level. The overall distribution of percentage awards for All Grades shows that White staff receive slightly more, 52.1%, of the 1% awards. This means White staff are overrepresented by 4.1%, a shift from last year when Black, Asian, and Other ethnicity staff received slightly more (51.7%) awards.

At Level 1 and Levels 3 to 5, the awards of 1% and 2% payments are broadly consistent with the composition of the workforce. Within Level 2, however, both 1% and 2% awards are disproportionately lower for Black, Asian, and Other ethnicity staff, by 13.5% and 13.9%, respectively. Conversely, at Level 6, Black, Asian, and Other ethnicity staff are overrepresented for 1% awards by 13.6%.

Despite the variations noted at some grade levels, the distribution of awards overall continues to become more proportionate to the composition of the workforce. The prime driver of the ethnicity PRP pay gap remains the lower level of representation of Black, Asian, and Other ethnicities at senior levels and the higher level of representation at lower levels.

Level	1% Reward Payment		2% Reward Payment	
	BAOE	White	BAOE	White
Level 1	75.0%	25.0%	75.0%	25.0%
Level 2	48.5%	51.5%	48.1%	51.9%
Level 3	58.2%	41.8%	58.7%	41.3%
Level 4	39.2%	60.8%	41.9%	58.1%
Level 5	41.9%	58.1%	33.3%	66.7%
Level 6	38.1%	61.9%	18.8%	81.3%
All Grades	47.9%	52.1%	42.2%	57.8%

Ethnicity Pay Gap by Grade

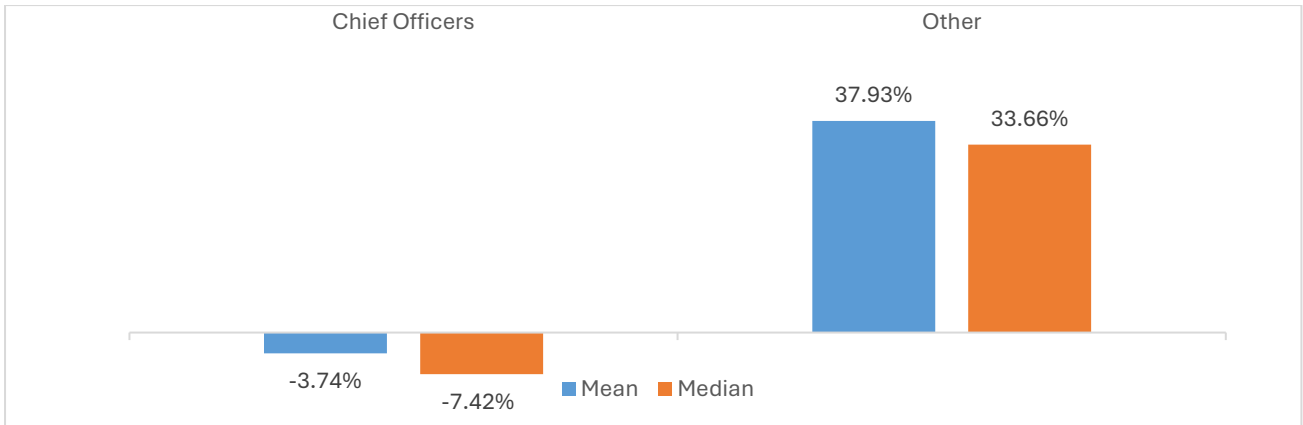


Figure 11: Ethnicity Pay Gaps exceeding 5%

The graph above displays the mean and median grades with a pay gap exceeding the 5% threshold. This enables us to quickly identify the most significant pay gaps and begin plans to resolve them. 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 ethnicity staff.

Figure 11 shows that out of the sixteen different pay grades at Camden, only two have a mean and/or median ethnicity pay gap exceeding 5%. The 'Other'⁵ Grade continues to be an outlier, although the mean pay gap has decreased from 58.4% to 37.9% this year, and the median from 53.1% to 33.7%, both of which still favour White staff. As outlined earlier in the report, this grade encompasses a range of roles, predominantly staff who transferred to Camden under TUPE on protected terms and conditions.

At the Chief Officer level, the mean ethnicity pay gap flipped from 1% in favour of White staff last year to 3.7% in favour of Black, Asian, and Other ethnicity staff. Meanwhile, the median ethnicity pay gap increased from 0.8% last year to 7.4%, still in favour of Black, Asian, or Other ethnicity staff.

Proportional Ethnicity Pay Gap

The proportion of staff from Black, Asian, and Other ethnicities has increased at Levels 1 to 3 and 5 since last year. 'Unknowns' have been removed (as they were last year). The most significant increase was at Level 1, which rose by 3% from the previous year. The only decrease was at the Chief Officers level, which decreased by 6% from last year.

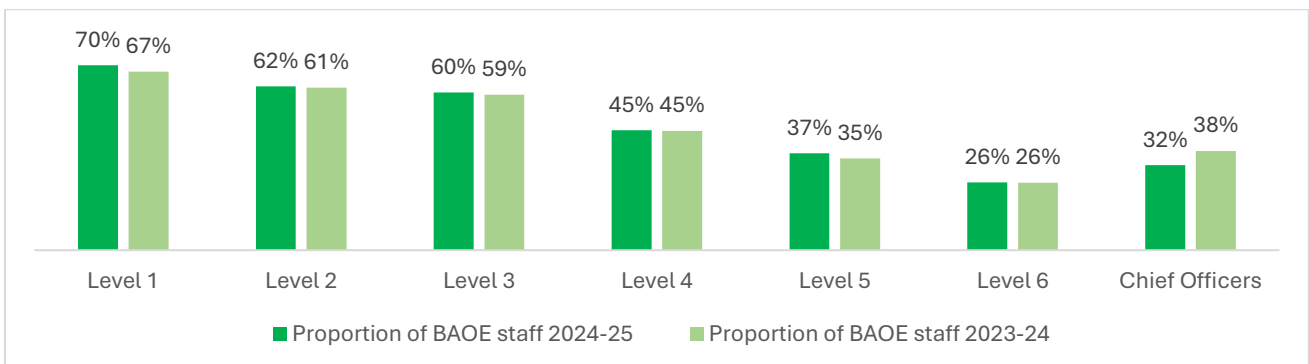


Figure 12: Proportion of BAOE Employees by Grade Difference 2024-25 vs. 2023-24

⁵ The 'Other' grade encompasses a combination of staff that have TUPE transferred into Camden on protected, pay, terms and conditions and the sessional workers, such as music tutors and sports coaches, where pay and hours can vary significantly.

The proportional ethnicity pay gap factors in the gaps at the grade level and weights them proportionally to the number of staff at those grades. Since last year, the mean has decreased slightly from 1.5% to 1.3%, whilst the median has reduced slightly from 2.2% to 1.7%, both of which still favour White staff. Both proportional pay gaps remain below the 5% threshold, indicating equal pay within grades. The continuing lower level of representation at senior levels and higher level of representation at lower levels are the underlying cause of the headline ethnicity pay gap.



Figure 13: Proportional Ethnicity Pay Gap

Disability Pay Data and Analysis

A relatively high number of unknowns, including staff who stated they 'prefer not to say', constrains detailed analysis of pay data by disability. The number of unknowns has decreased slightly from 33.4% last year to 32.8%, but a large proportion of the workforce still has not declared whether they have a disability. We have also seen a slight increase in the proportion of staff who have declared a disability from 7.2% last year to 7.7%. Nonetheless, the numerous unknowns will continue to influence the analysis, so any conclusions drawn from the data must take this factor into consideration.

Headline Disability Pay Gap

The mean disability pay gap increased slightly from 2.2% to 2.4% this year, still favouring staff who declared they do not have a disability, but it remains below the 5% threshold. The median has increased slightly from 0.3% to 0.4%, continuing to favour staff who have declared that they do not have a disability. In contrast, the overall UK median disability pay gap is 12.7%⁶ in favour of people who do not have a disability.

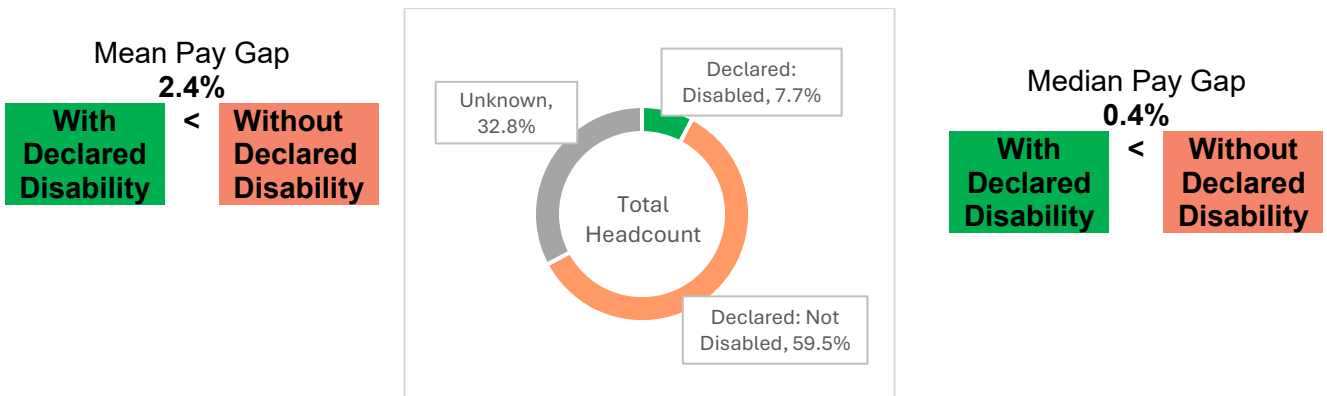


Figure 14: Mean and Median Disability Pay Gap

Workforce Disability Composition by Earnings Quartile

As with Ethnicity, 'Unknowns' have been removed to clarify the data. Overall, all quartiles still favour staff who have declared they don't have a disability. Representation remains the same as last year for the Upper (top 25% of earners) and Upper Middle quartiles. The Lower Middle quartile has seen a 2% increase in the proportion of staff who have declared they have a disability, while the Lower quartile (bottom 25% of earners) has decreased by 1% since last year.

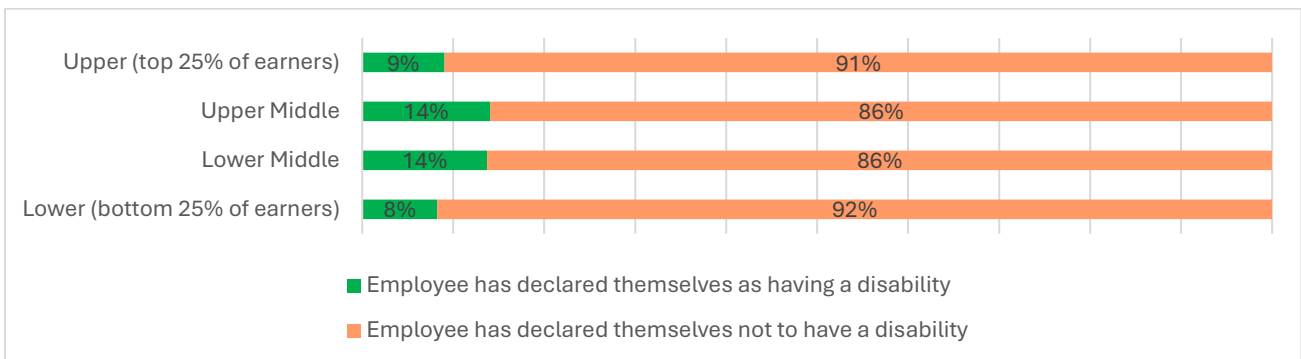


Figure 15: Workforce Disability Composition by Earnings Quartile

⁶ ONS 2024, Full report available [here](#)

Performance Related Payment Disability Pay Gap

The mean PRP gap has increased from 7.5% last year to 10.4% still favouring staff who have declared they do not have a disability. Meanwhile, the median has flipped from 6.1% in favour of staff who declared themselves not to have a disability last year to 2.6% in favour of staff who declared a disability. The proportion of staff who have declared a disability and received some PRP has increased by 2.5% from last year, from 47.3% to 50.8%. Meanwhile, the proportion of staff who declared they did not have a disability and received some PRP increased slightly by 1%, from 41.6% to 42.6%.

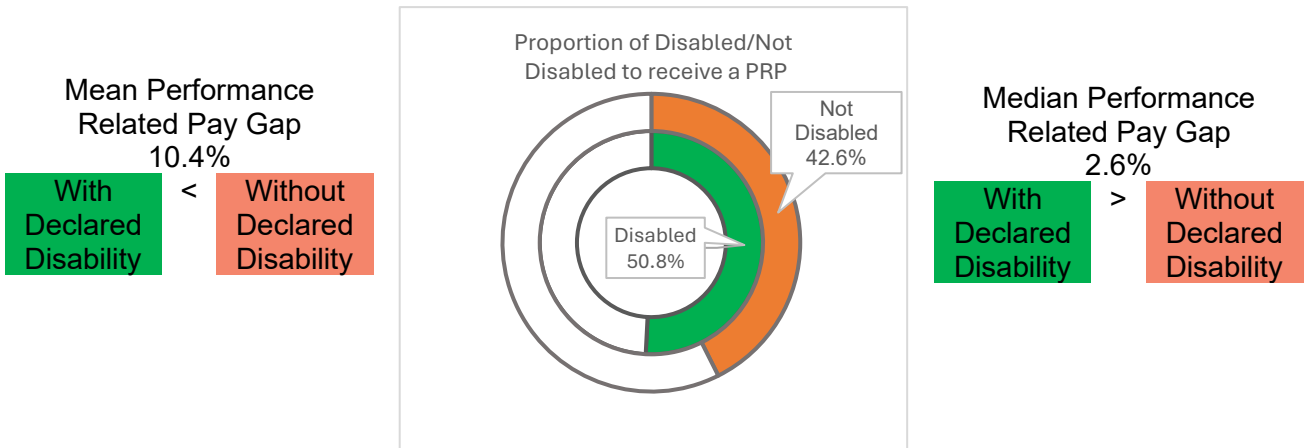


Figure 16: Mean and Median PRP Disability Pay Gap

Disability Pay Gap by Grade

Out of Camden's sixteen different pay grades, only one has a mean or median disability pay gap exceeding 5%, as shown in Figure 17. A positive figure notes a pay gap favouring staff who have declared they do not have a disability, whilst a negative figure denotes a pay gap favouring staff who have declared a disability.

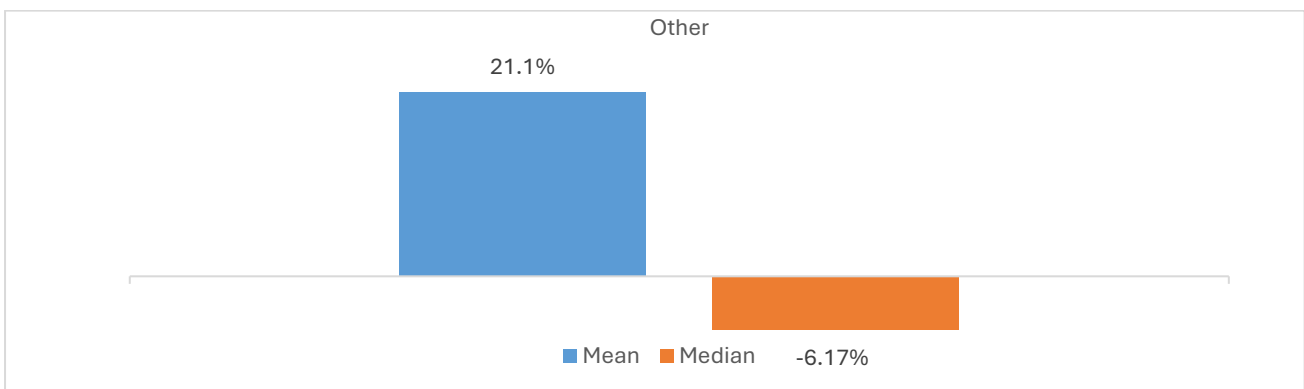


Figure 17: Disability Pay Gaps Exceeding 5%

The mean pay gap at the 'Other' pay grade has increased from last year, from 14.8% to 21.1%, still favouring staff who have declared they do not have a disability. The median pay gap continues to favour staff who have declared a disability but has significantly decreased from 35.6% to 6.2%. The disability status of 80.5% of staff at this level is, however, unknown, meaning this data cannot be considered representative of the entire staff.

Proportional Disability Pay Gap

The proportion of disabled staff has seen slight movement at all summarised grade levels, except for Chief Officers. The most significant increase was at Level 6, which rose by 2.7%. The most significant decrease was at Level 1, which saw a decline of 3.3%

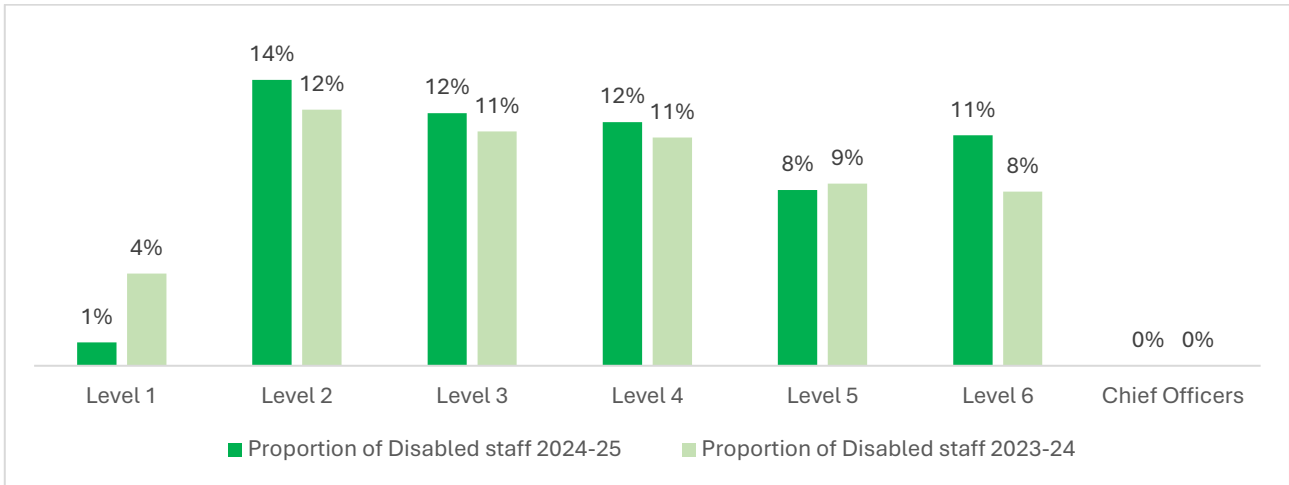


Figure 18: Proportion of Disabled Employees by Grade Difference 2024-25 vs. 2023-24

The mean proportional disability pay gap factors in the gaps at the grade level and weights them proportionally to the number of staff at those grades. The mean proportional disability pay gap has flipped this year, from slightly favouring staff who have declared a disability at 0.06%, to favouring staff who have declared not to have a disability at 2.1%. Whilst the median has decreased slightly from last year, from 1.5% to 1.1%, it still favours staff who have declared a disability. Both are well within the 5% threshold. Once again, it must be said that the high number of unknowns will have skewed these results, so conclusions drawn from Figure 19 should be heavily caveated.



Figure 19: Proportional Disability Pay Gap

Conclusions and Actions

Gender

Overall, the gender pay gap continues to favour female staff at Camden marginally, but both the mean and median Pay Gaps have decreased from last year's report. Both remain within the +/- 5% threshold. There is likely to be some marginal overall favourability towards either men or women each year, due to various factors such as differences in part-time and full-time working arrangements and changing patterns in the length of service. Earning quartiles have shifted slightly but continue to favour female staff, except for the bottom 25% of earners, where the difference has decreased since last year but continues to favour male staff.

Camden has seen notable changes in the PRP gap over the past couple of years and is monitoring this to identify and respond to any ongoing negative patterns that may emerge. This year's changes appear to be driven by the increase in the number of 2% awards given to male staff, particularly at Level 6, compared to last year.

Camden has just published its second Gender Pension Gap Report, following our pioneering first report in 2023 and remains committed to regular analysis and reporting. To improve retirement outcomes for Camden staff, the Council has committed to actions that will help raise awareness of the Pension Gap, provide targeted guidance and education to help colleagues make informed pension choices, and support colleagues in consistently building retirement savings.

Camden believes in fostering an inclusive workplace where everyone can thrive. The Council recognises the crucial role of flexibility in enabling colleagues to do their best work and aims to support and provide inclusive career pathways. That is why the Council's flexible working commitment outlines what flexibility means here in Camden and how staff can experience flexibility while continuing to deliver for Camden communities.

Camden is now an accredited 'Bloody Good Employer', recognising our work to support menstruating people. This includes everything from free period and bladder leak products in our bathrooms to our menopause commitment.

The Council supports staff with all types of families at different life stages – including up to six months maternity, adoption and shared parental leave at full pay from day one of employment; four weeks paternity leave at full pay for birth parents, adopters, civil partners and more, additional leave and pay for parents of premature babies; enhanced bereavement leave for parents who lose a child at any age; and additional paid leave for foster carers.

The Council's work on domestic abuse is one of our biggest priorities. Our Domestic Abuse Policy and Commitment set out everything we are doing as an employer to support anyone who needs it - from additional leave and interest-free loans to guidance for people managers on spotting the signs of abuse.

Ethnicity

The mean pay gap has decreased slightly, from 12% to 11.5%, while the median pay gap has increased slightly, from 12% to 12.6%, both still favouring white employees. The ethnicity pay gap within Camden is primarily driven by the lower level of representation of Black, Asian and Other ethnicities at senior levels and a higher level of representation at lower levels. Earning quartiles have slight changes from last year. The most significant increase was in the Lower (bottom 25% of earners) quartile, where the proportion of staff from Black, Asian, and Other ethnicities increased by 3%.

The PRP gap still favours White staff, with the mean and median seeing an increase from last year. Whilst analysis of PRP has shown some disproportionality in distribution, at certain pay levels, the prime driver of the ethnicity PRP pay gap remains the lower level of representation of Black, Asian and Other ethnicities at senior levels and a higher level of representation at lower levels.

The Council aims to create an organisation where our employees feel they belong – recognising that everybody needs to feel safe, seen, valued, and respected to feel a true sense of belonging. Camden has a strong and proud history in this space, but, like many organisations worldwide, 2020 saw a significant step change in our work. The pandemic spotlighted the levels of disproportionality that exist across communities. And the tragic murder of George Floyd was another reminder of the urgent need for the Council to increase the pace and scope of its work. Camden moved quickly to renew its commitments to making real and lasting change happen across the organisation – collaborating with employee networks and colleagues to develop its Race Equality Action Plan. The Council is continuing to deliver the 30-plus actions outlined in the plan.

The Council's work in this space touches on every part of colleagues' experience at Camden and has included things like the roll-out of an anti-racist learning offer which all employees across the organisation have now completed; work to ensure end-to-end recruitment processes are fair and unbiased (which has seen the creation of an inclusive recruitment volunteer pool and no all-white shortlists at level 5 and above for example). Work on career progression has seen Camden introduce a new mentoring scheme and career development workshops. The launch of the Discrimination Support Hub provides a safe and supportive space for colleagues to discuss all forms of discrimination and abuse.

Throughout the year, the Council raises awareness through staff events, communication, and activities around race equality, collaborating closely with staff groups (Camden Black Worker Group, Race Catalyst groups, Men of Colour Progression Network, Women of Colour Progression Network). The Council also continues to celebrate 'Black History Season', since originally extending 'Black History Month' back in 2020. The programme dedicates three months, from October to December, to celebrating the incredible achievements and contributions of Black people across Camden and the UK.

Disability

Analysing disability pay data once again has been incredibly difficult due to a relatively high number of unknowns. Although the number of unknowns slightly decreased from 33.4% to 32.8%, the high number continues to skew the data.

The mean disability pay gap has flipped from favouring individuals who have declared to have a disability to those who have declared not to have a disability. The median disability pay gap has decreased slightly, still favouring staff who have declared disability. Both the mean and median remain within the +/-5% threshold. Very little has changed within the pay quartiles since 2023-24, with the most significant change occurring at level 6 this year.

The mean PRP has seen a slight change, still favouring staff who have declared no disability, whilst the median PRP gaps have flipped to favour staff who have declared they have a disability.

Camden recognises that inequalities experienced by individuals vary across marginalised groups, and that experiences are complex and multifaceted. We have worked closely with colleagues to listen to their lived experiences and continue to do this to inform our approach.

The Council collaborates closely with the Staff Disability Network to make the organisation more inclusive for disabled staff. Recognising the specific needs of our disabled employees in 2021, the Council introduced its Disability Charter – including everything from an additional 10 days paid leave to attend appointments, through to the Wellbeing Passport, which is a template to enable staff to

have open conversations with their manager about the adjustments or specific arrangements they might need to thrive at work.

Disability inclusion is embedded in the corporate induction and mandatory learning for all staff, with enhanced induction training for new managers providing detailed guidance on supporting disabled colleagues. The Council has also enhanced its learning offer to improve awareness around neurodiversity and resources on how to support disabled staff to thrive at work. This helps ensure consistency in understanding and knowledge of disability inclusion across the organisation.

The Council continues to raise awareness around visible and non-visible disability throughout the year via key dates in Camden's Inclusion Calendar, and preparations are underway to make the 2025 Disability History Month (from 16 November) the most significant celebration to date.

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2024-25 Pay scales

Pay scale	Minimum	Mid-point	Maximum
Apprentice Level	£26,000	£30,173	£31,469
Level 1 Zone 2	£30,790	n/a	£31,255
Level 1 Zone 3	£31,730	£32,213	£32,706
Level 2 Zone 1	£33,340	£34,379	£35,456
Level 2 Zone 2	£36,155	£37,301	£38,492
Level 3 Zone 1	£37,716	£40,054	£42,392
Level 3 Zone 2	£40,911	£43,682	£46,453
Level 4 Zone 1	£44,579	£47,642.50	£50,706
Level 4 Zone 2	£48,969	£52,383	£55,797
Level 5 Zone 1	£53,857	£57,663.50	£61,470
Level 5 Zone 2	£59,579	£64,671.50	£69,584
Level 6 Zone 1	£68,238	£75,007.50	£81,777
Level 6 Zone 2	£84,194	£89,084.50	£93,975
Level 6 Zone 3	£95,345	£100,412.50	£105,480
Director	£104,712	£121,618	£138,524
Executive Director	£148,341	£169,065	£189,789
Chief Executive	£190,880	£215,422	£239,963

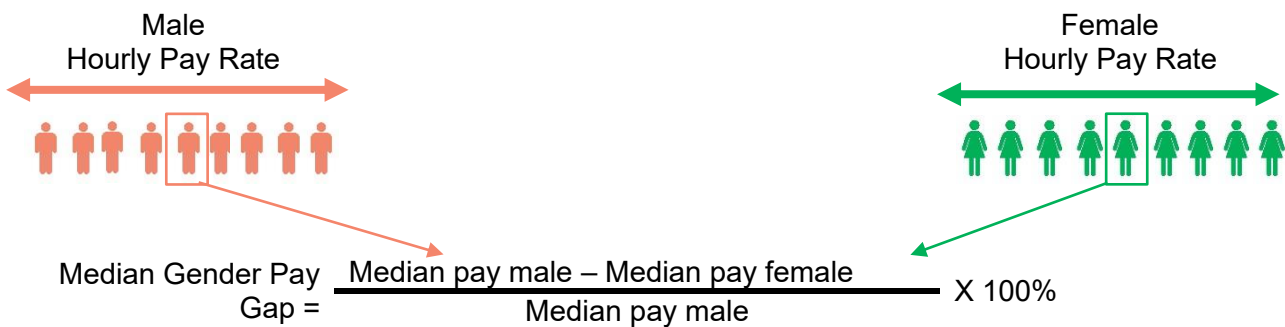
Methodology

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 2024 are included in the calculation. That means that an employee must be paid full usual pay during the pay period (1 April 2023 – 31 March 2024). If the employee is paid less than their normal rate because of being on unpaid leave for that period, they are not included in the calculation.
Hourly Pay rate	Includes any monetary payment: basic pay, allowances, pay for piecework, pay for leave, shift premium pay, and performance-based payments. Does not include overtime pay, redundancy pay, pay related to termination of employees, any repayment of authorised expenses, benefits in kind, or interest-free loans.
Mean pay gap	The difference between the average hourly rate of pay of male and that of female is 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 female employees is 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 employees in the top 25% of earners, the second-highest 25% of earners, the lowest 25% of earners, and the second-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>