

London Borough of Camden

# Pay Gap Report

April 2022 – March 2023

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## Introduction

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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 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 have 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. In 2022 we were the first local authority to publish our pension pay gap alongside our pay gap report. Shining a light on this disparity will help us raise the profile of this important issue.

We are pleased to report that we continue to see progress towards closing pay gaps where they exist. The Headline ethnicity pay gap within Camden is driven by more White staff being employed in senior roles and more Black, Asian, and Other Ethnicity staff being employed at lower levels and fixing this requires progressive change. Whilst there is still more to do, we are seeing the work we have been doing over a number of years begin to have a positive impact.

This year the most significant changes have been seen in our Performance Related Pay (PRP) Gaps. The mean gender PRP gap still favours male staff but is under the 5% threshold for the first time since 2016/17, whilst the median gender PRP Gap has switched to favouring female staff for the first time since 2019/20. The ethnicity PRP gap still favours White staff but both mean and median have seen a significant decrease of 10%.

The existence of pay gaps does not however mean that there is 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 to make sure our policies and practices are fair.

In 2022 we became the first local authority to publish our gender pension's gap. Whilst Camden's gender pay gap is small and slightly favours women a gender pension gap exists in the pension fund. The gender pension's gap is likely caused by both historical gender pay gaps and continuing differences in working patterns between genders. Shining a light on this disparity will help us raise the profile of this important issue and we have committed to regularly reporting on the gender pensions gap in future.

Our aim for our citizens is that no one gets left behind, and it is 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.

**Joanna Brown, Director of People and Inclusion**

## Executive Summary

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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 pay gap report include:

### Gender

- There has been no material change to the gender pay gap which still favours female staff, since last year both the mean and median pay gaps have increased slightly from 1.2% to 1.7% and from 2.5% to 4.5% and remain below the 5% threshold<sup>1</sup>.
- The median and mean gender pay gaps for part-time employees have decreased, but still favour female staff. This data is skewed by the fact that 71% of part-time employees at Camden are female.
- There have been some changes within pay quartiles, particularly within the top 25% of earners – where the proportion of female earners has increased to 60%.
- There are now 4 grades with a gap of over 5%. The mean and median pay gaps at Chief Officer level both now favour female staff, with the mean over the 5% threshold at 9.3% and the median just below at 4.6%.
- The most notable change this year has been to the Performance Related Pay (PRP) gap. The mean PRP gap has decreased from 7.4% from last year to 3.3% continuing to favour male staff but bringing the gap under the 5% threshold for the first time since 2016/17. Whilst the median which was 13.8% last year in favour of male staff has changed to 1.9% favouring female staff for the first time since 2019/20.

### Ethnicity

- There has been no material change to the mean and median ethnicity pay gaps from last year. There has been no change in the mean remaining at 13.3%, whilst the median has decreased slightly from last year from 11.9% to 11.2% both still favouring white staff.
- The proportion of Black, Asian, and Other Ethnicity staff has remained the same at both upper quartiles and increased slightly at the lower quartiles since last year. The largest increase was the lower bottom 25% earners seeing an increase of 3% from last year 58% to 61% this year.
- The lower level of Black, Asian and Other Ethnicity representation at senior levels and the higher level of representation at lower levels continues to drive the headline ethnicity pay gaps. However, we are continuing to see increases in representation at the most senior levels - the Chief Officers level increasing by a further 1.9% this year and Level 6 seeing 3% increase in representation.
- The PRP Gap continues to substantially favour white staff. The mean and median PRP pay gaps have however significantly decreased this year from 26.7% to 18.6% for the mean, and 27.5% to 16.6% for the median. The proportion of staff to receive a PRP has increased by 8.7% for Black, Asian, and Other Ethnicity staff from 39.6% and 9.2% for White staff.

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<sup>1</sup> 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 increase of 'unknowns' since last year from 32.6% to 34.7% - the high number of unknowns will continue to skew the analysis.
- The mean and median disability pay gaps have decreased since last year still favouring staff that declared not to have a disability. Both remain below the 5% threshold.
- There have been no significant changes within quartiles since last year.
- The PRP Pay Gap continues to greatly favour staff who have not declared a disability, both the mean and median have notably increased since last year and are now above the 5% threshold.

## Actions

Further details of actions to facilitate the pay gaps moving closer to parity are set out at the end of this report, the three main themes however remain the same.

- **Understanding our Workforce:** build on current work to understand the different experiences of staff and work to improve our data by encouraging people to share their ethnicity details and disability status.
- **Progressive change:** Understanding and addressing barriers to equality, taking forward actions and commitments in the Race and Disability Charters, and embedding change.
- **Pay Management:** ensuring compliance with our pay management guidance, monitor the payment of PRP throughout the year to explore and address any potential biases – with a particular focus on intersectionality, and completing the review of our pay schemes.

## Gender Pay Data and Analysis

As we have done in our previous reports, we begin our analysis of the gender pay gap by setting out the statutory information<sup>2</sup>. 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 2022-23 Gender Pay Gap figures indicate that women continue to be paid slightly more than men. The mean and median pay gaps have both increased slightly since last year, the mean from 1.2% to 1.7% and the median from 2.5% to 4.5%, but both remain below the 5% threshold. There is some more substantial variation at the grade level, and this will be investigated later in this report.

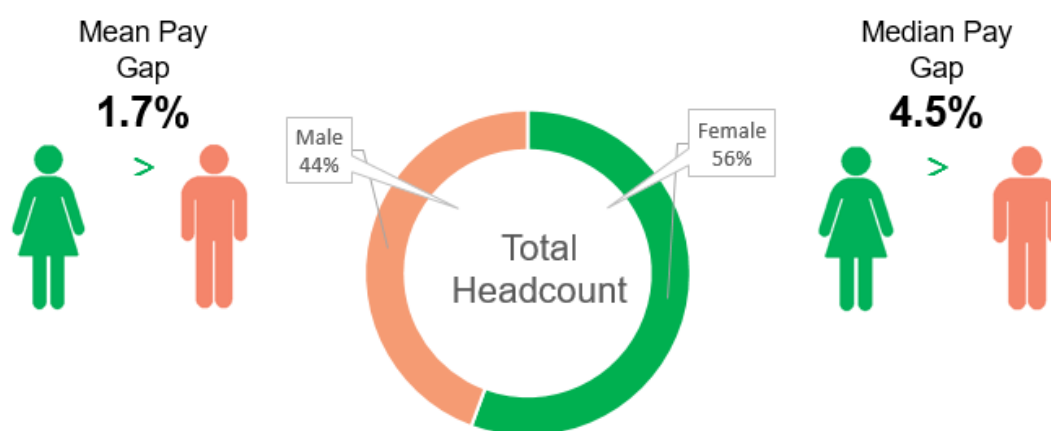


Figure 1: Mean and Median Gender Pay Gap

### Part-time/Full-time Gender Pay Gap

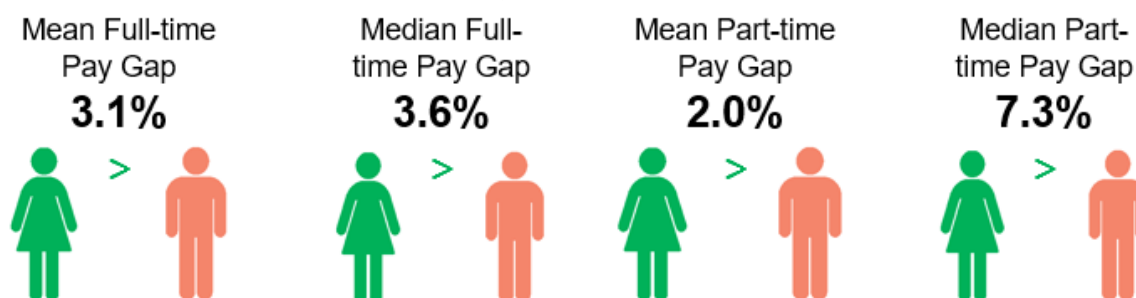


Figure 2: FT/PT Gender Pay Gaps

For both full and part-time employees, female staff are still earning more than their male colleagues. The gap for full-time staff has increased slightly since last year for the mean 2.1% to 3.1% and the median from 2.7% to 3.6%. The Mean and Median part-time pay gaps have

<sup>2</sup> 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 2023.

decreased since last year's from 5.2% to 2.0% and 9.3% to 7.3% - both still favouring women but moving closer to parity. Part-time staff at Camden are much more likely to be female, with them making up 71.3% of all part time staff. This may skew hourly rates in favour of part time females above part-time male employees and as with last year the small decrease in the proportion of part time workers that are female appears to be the driver of the reduction in the part-time pay gaps.

## Workforce Gender Composition by Earnings Quartile

The difference between the proportion of male and female earners in the top 25% (upper quartile) has increased from 8% last year to 20% this year, still favouring women. The upper middle difference remains the same at 4%, whilst the lower middle has decreased by 4%, both still favouring women. The difference between the bottom 25% of earners has decreased by 3% from last year still in favour of men but moving closer to parity.

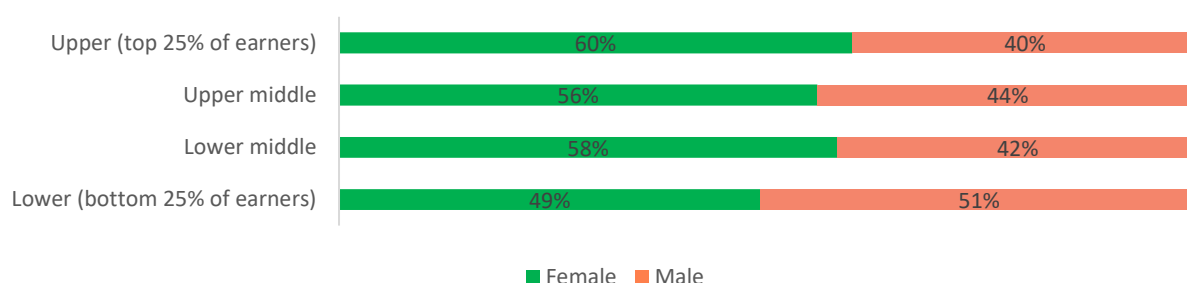


Figure 3: Workforce Gender Composition by Earnings Quartile

## 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 chief officer variable payments. These awards all fall under the definition of bonus payments specified by the government's criteria.

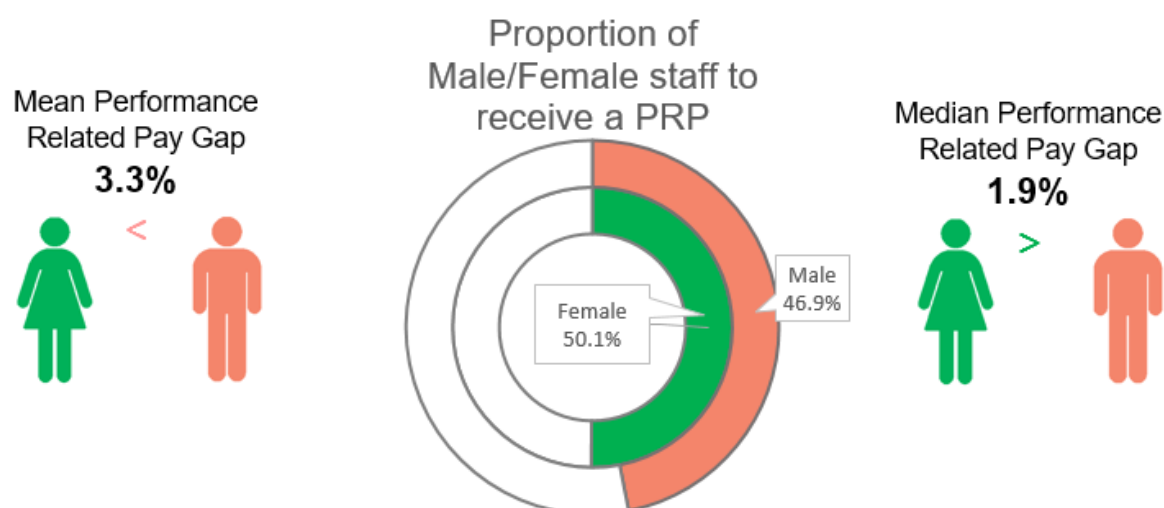


Figure 4: Mean and Median PRPs Gender Pay Gap

The overall proportion of staff receiving some type of PRP has increased by 10.9% for women, and 7.3% for men since 2021-22.

The mean PRP gap has decreased from 7.4% from last year to 3.3% continuing to favour male staff but bringing the gap under the 5% threshold for the first time since 2016/17 when the mean pay gap favoured women at 0.4%. Whilst the median which was 13.8% last year in favour of male staff has changed to 1.9% favouring female staff for the first time since 2019/20 where the median PRP favoured women at 0.05%. Review of the underlying data has shown that at of the 17 different pay grades at Camden the average PRP value within 9 of them now favour female staff compared to 9 grades favouring male staff in 2021-22. Key factors that will have influenced this change are the distribution of the different types of PRP between male and female staff (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 was broadly comparable to representation of the workforce, with female staff receiving more at Levels 3 and 4 than male staff, whilst male staff received slightly more at Level 2 with both genders being over and underrepresented against the workforce at this level. The distribution of percentage awards overall there has been an 11.7% increase in the proportion of female staff receiving 2% awards from last year, with significant increases between of 8.1% and 15.3% seen in Level 2 through Level 5.

The table below shows the proportion of percentage awards made at each level. When compared to the make-up of the workforce the overall distribution of 1% awards was aligned to the workforce composition with exception at Level 5 and 6, where female staff are underrepresented. While in the distribution of 2% awards female staff are overrepresented compared to the makeup of the workforce most notably at Level 2 and Level 4.

Level	1% Reward Payment		2% Reward Payment	
	Female	Male	Female	Male
Level 1	50.0%	50.0%	44.4%	55.6%
Level 2	50.6%	49.4%	61.0%	39.0%
Level 3	59.2%	40.8%	58.0%	42.0%
Level 4	63.9%	36.1%	70.1%	29.9%
Level 5	41.7%	58.3%	61.2%	38.8%
Level 6	33.3%	66.7%	54.5%	45.5%
<b>All Grades</b>	<b>55.8%</b>	<b>44.2%</b>	<b>63.4%</b>	<b>36.6%</b>

## Gender Pay Gap by Grade

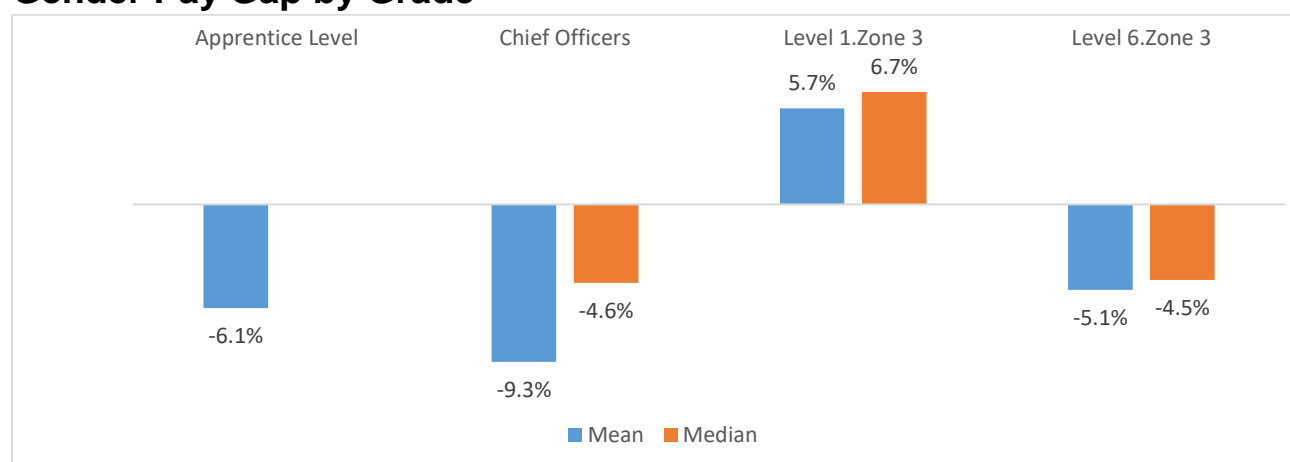


Figure 5: Grade Gender Pay Gaps exceeding 5%



The graph above shows both the mean and median for grades where the pay gap has exceeded 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.

Out of the 16<sup>3</sup> different pay grades at Camden, 4 have either a mean or median gender pay gap exceeding 5%. This is an increase from 2 grades in 2021-22. The 'Other' <sup>4</sup> grade now has a pay gap below 5%. The mean and median gaps at Level 6 Zone 3 have reduced by 5% and 4.9% but remain over the 5 % threshold, this continues to be notably smaller than any other grade with only 13 staff at this level so any variation however minor in pay will skew the result quite significantly.

The pay gaps at Chief Officer grade have this year increased to above 5% and both mean and median now favour female staff, primarily driven by changes in at Director level.

The mean pay gap for apprentices has increased from 2021-22 where its pay gap was at 2.4% favouring male staff, to this year at 6.1% favouring female staff, however the median remains the same, with male and female apprentices at parity. The skew of the mean at this level can be attributed to there being more female staff than male staff at Apprentice Level 4, which has a highest rate of pay of all Apprentice rates. The Pay Gap at Level 1 Zone 3 has increased slightly from last year for both mean and median at 4.1% and 4.6% to 5.7% and 6.7% still favouring men.

## Proportional Gender Pay Gap

There have been slight changes, in the workforce composition at the (summarised) pay grades. Chief Officer level saw the biggest change from 2021/22 with the proportion of female staff decreasing by 4% back to same level as in 2020/21. Workforce composition has remained the same for Levels 2 and 3, whilst the proportion of female staff at Level 1, 4 and 6 have seen small increases of 2% since 2021-22.

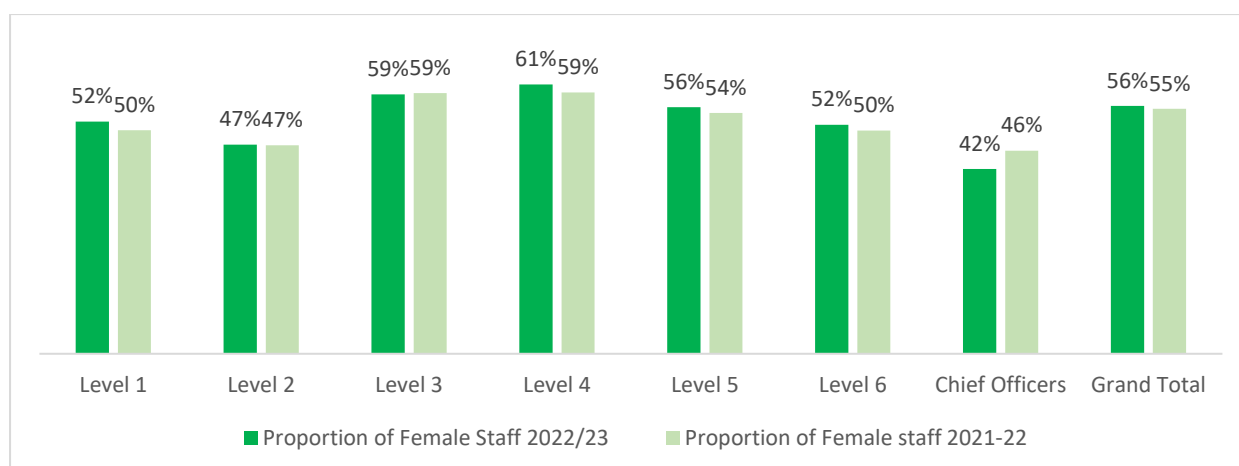


Figure 6: Proportion of Female Employees by Grade Level 2022-23 vs. 2021-22

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.

<sup>3</sup> 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'

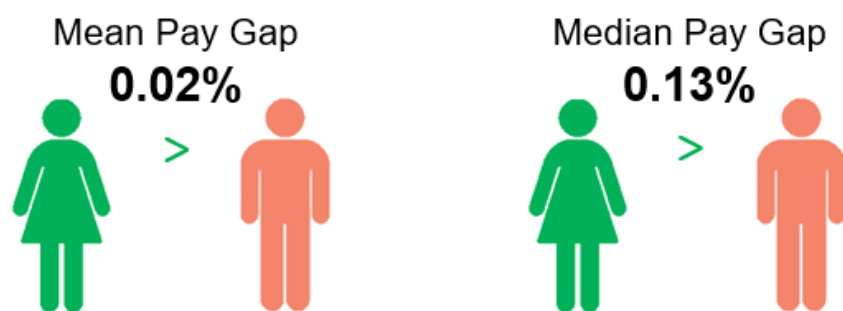


Figure 7: Proportional Gender Pay Gap

The proportional mean gender pay gap has flipped from being 0.9% in favour of male staff last year to being slightly in favour of female staff this year. The proportional median gender pay gap has also flipped from slightly favouring male staff at 1% to slightly favouring female staff at 0.13%. Both proportional pay gaps are still significantly within the 5% thresholds and the changes since last year may simply be due to random noise in the data rather than any structural and/or significant pay changes.

## 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 Ethnicity (BAOE<sup>5</sup>) backgrounds as a group.

### Headline Ethnicity Pay Gap

The mean ethnicity pay gap remains the same as last year staying at 13.3% still favouring white staff. Whilst the median ethnicity pay gap has slightly decreased from last year at 11.9% to 11.2% this year still favouring white staff. There does not appear to be a clear single driver of these changes. We have seen an increase in the proportion of Black, Asian and Other Ethnicity staff at higher earnings levels notably at Level 4 Zone 2. Also, alongside this there has been a small decrease in the number of unknowns from last year from 16% to 15% percent this year which will also have had some influence on the results.

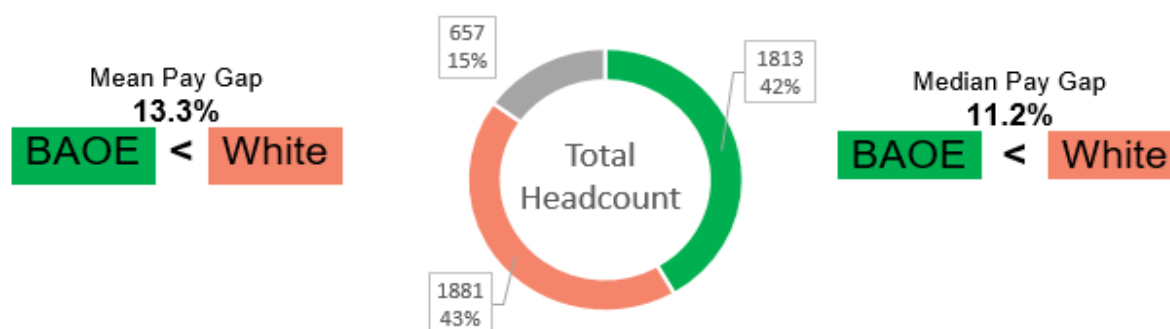


Figure 8: Mean and Median Ethnicity Pay Gap

### Workforce Ethnicity Composition by Earnings Quartile

Unknowns have been removed, as they were last year, to clarify the data. The proportion of Black, Asian and Other Ethnic Staff at each quartile has changed slightly since last year. The Lower Middle has decreased by 1% from last year, whilst the Lower bottom 25% of earners has increased by 3% from last year. Both Upper quartiles have remained the same from last year.

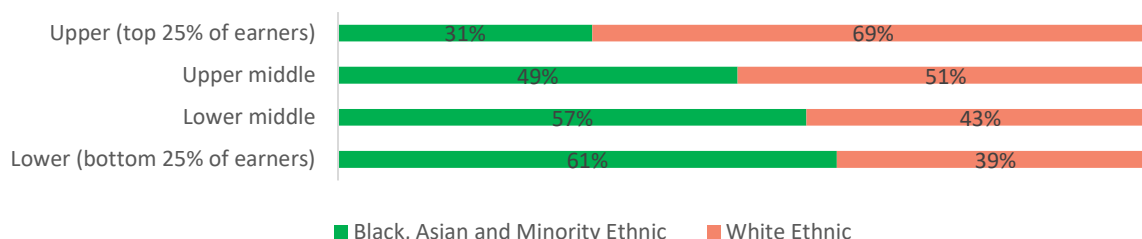


Figure 9: Workforce Ethnicity Composition by Earnings Quartile

<sup>5</sup> 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 Ethnicity 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 Payment Gap continues to substantially favour white staff. The mean and median PRP pay gaps have however significantly decreased this year from 26.7% to 18.6% for the mean, and 27.5% to 16.6% for the median. The proportion of staff to receive a PRP has increased for Black, Asian and Other Ethnicity staff from 39.6% to 48.3%, with a similar increase for white staff from 45.1% to 54.3%.

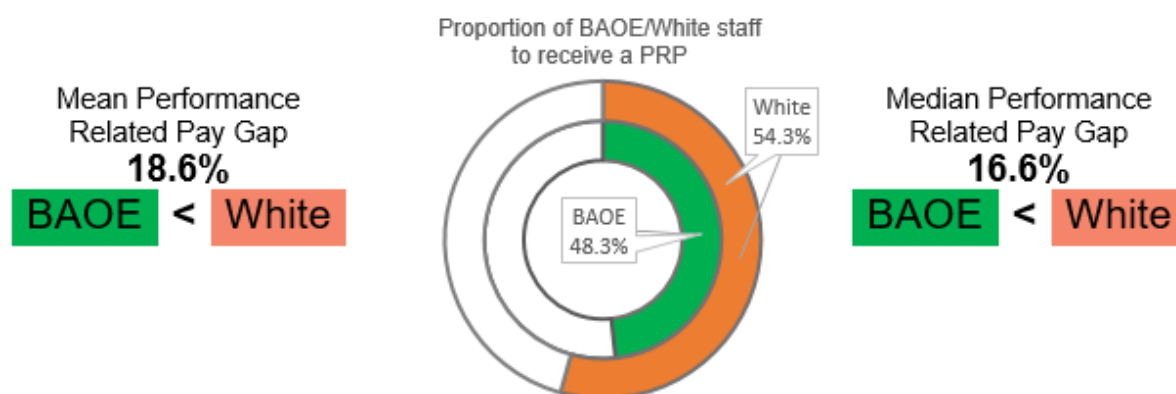


Figure 10: Mean and Median PRPs Ethnicity Pay Gap

Review of the underlying data indicates that of the 17 different pay grades at Camden, the average PRP value, 8 of them now favour Black Asian and Other Ethnic staff, an increase of 4 grades compared to 2021/22 at Level 4 Zone 1 and above. Key factors that will have influenced this change are the distribution of the different types of PRP between BAOE and White Staff (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 was broadly comparable to the representation of the workforce with the exception at Level 1 where BAOE staff were underrepresented. White staff received more 1% and 2% payments compared to the distribution of awards last year. Overall, there has been a decrease (4.2%) in the proportion of 1% awards going to Black Asian and Other ethnic staff and slight decrease (0.2%) for 2% awards.

The table below shows the proportion of awards made at each level. When compared to the make-up of the workforce then overall then white staff were slightly overrepresented for both the distribution of 1% and 2% awards and overall by 6.4%.

At grade level there were notable differences in the distribution of 1% payments in comparison to workforce composition. Whilst Black, Asian and Other Ethnicity staff were notably overrepresented at Level 1, Level 5 and Level 6, White staff were notably overrepresented at Level 2, Level 3 and Level 4. The distribution of 2% awards was by comparison more equitable with awards at Level 4, Level 5 and Level 6 being broadly representative of the workforce. However White staff were notably overrepresented at Levels 2 and 3 and Black, Asian, and Other Ethnic staff at level 1.

Despite the disproportionate distribution of awards at certain grade levels the prime driver of the ethnicity PRP pay gap remains the higher representation of White staff at higher grade levels.

Level	1% Reward Payment		2% Reward Payment	
	BAOE	White	BAOE	White
Level 1	100.0%	0.0%	71.4%	28.6%
Level 2	47.7%	52.3%	51.4%	48.6%
Level 3	46.1%	53.9%	48.4%	51.6%
Level 4	37.6%	62.4%	45.3%	54.7%
Level 5	44.3%	55.7%	33.1%	66.9%
Level 6	28.6%	71.4%	25.0%	75.0%
<b>All Grades</b>	<b>42.8%</b>	<b>57.2%</b>	<b>42.5%</b>	<b>57.5%</b>

## Ethnicity Pay Gap by Grade

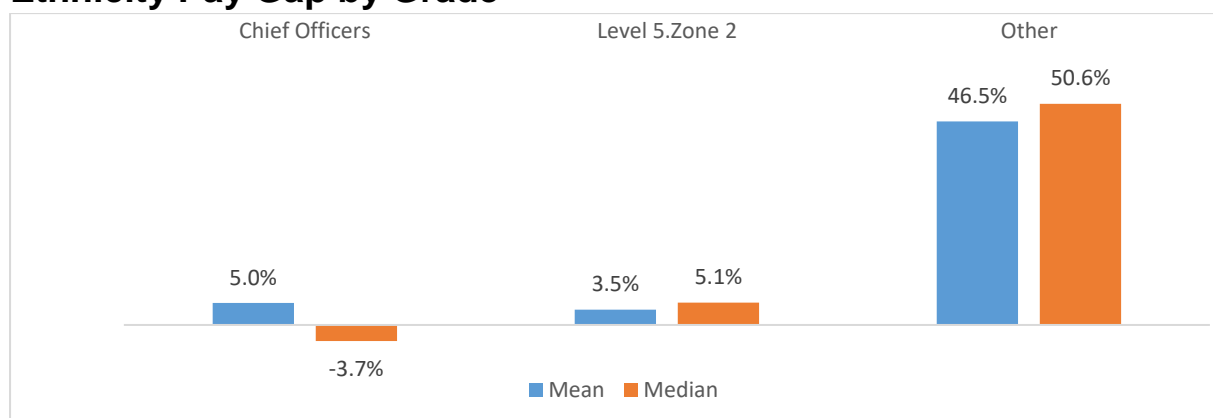


Figure 11: Ethnicity Pay Gaps exceeding 5%

The graph above shows both the mean and median for grades where the pay gap has exceeded 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. The number of grades with a mean and/or median pay gap in favour of Black, Asian, or Other ethnic staff has increased to 5 compared to 2 grades last year - all below the 5% threshold.

Out of 16 different pay grades at Camden, 3 now have a Mean and/or Median Ethnicity Pay Gap exceeding 5% - they are shown in Figure 11. The pay gap at Level 6 Zone 3 has reduced since last year to below 5%. The 'Other'<sup>6</sup> grade however continues to be an outlier, the mean pay gap has decreased from 54.1% to 46.5%, whilst the median has increased from 31.7% to 50.6% both still favouring White staff. The difference between the mean and median indicate that extreme values are skewing the mean and median pay gap figures. This is not unexpected as there is a high level of unknowns in this grade and as a result data for only 42 staff are included in this analysis.

The mean pay gap at Chief Officer level is now at the 5% threshold in favour White staff, whilst the median is 3.7% in favour of Black, Asian, and Other Ethnic staff. Representation of Black, Asian, and Other ethnic staff has increased slightly at this level since last year, but the mean

<sup>6</sup> 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.

pay gap remains skewed toward White staff due to the more of the most senior Chief Officers being White.

Whilst the mean pay gap at Level 5 Zone 2 is below the 5% threshold the median pay gap has increase from 1.4% to 5.1% in favour of white staff. This increase could be due to a slight increase in the number of white staff employed at this level since last year's report.

## Proportional Ethnicity Pay Gap

The proportion of Black, Asian, and other Ethnic staff has increased at all but two of the summarised pay levels since 2021-22 which have remained the same. 'Unknowns' have been removed (as they were last year). The largest increase was at Level 1 which has increased by 8% from last year, which was due to a significant decrease of white staff at this level.

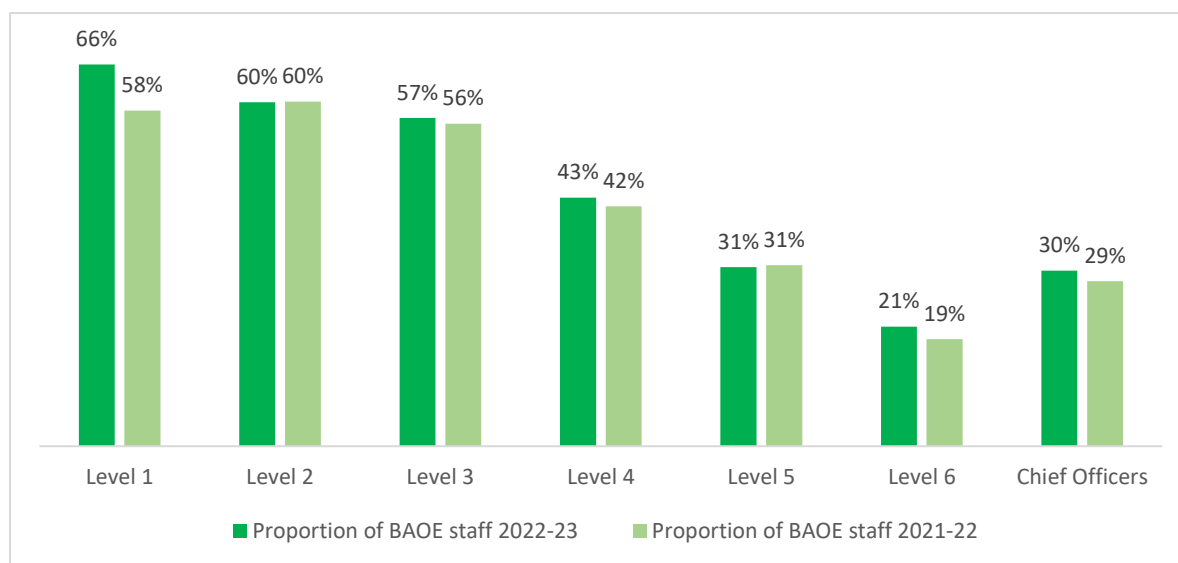


Figure 12: Proportion of BAOE Employees by Grade Difference 2022-23 vs. 2021-22

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 slightly from 1.6% to 1.7%, whilst the median has increased from 1.6% to 2.4% - both still favouring white staff. Both proportional pay gaps remain under the 5% threshold and indicate that there is equal pay within grades, and the continuing lower levels 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

Detailed analysis of pay data by disability is constrained by a relatively high number of unknowns the amount has increased slightly from 32.6% to 34.7% - this value also includes those staff who declared themselves as 'prefer not to say'. This slight increase of unknowns is largely due to an increase in staff not declaring whether they have a disability or not. We have seen a slight increase in the proportion of staff to have declared a disability from 5.8% last year to 6.8%. Whilst this is an improvement to our data set last year. The high number of unknowns will continue to skew the data so conclusions drawn from the data will need to bear that in mind.

### Headline Disability Pay Gap

The mean disability pay gap has decreased slightly from 2.1% to 1.4%, since last year and remains below the 5% threshold. The median has decreased slightly from last year at 1.3% to 1.1% still in favour of staff that declared they do not have a disability. The London median disability pay gap is 6.5% which is lower than the overall UK median of 13.8%<sup>7</sup> - both of which are substantially higher than Camden's 1.1% median disability pay gap.

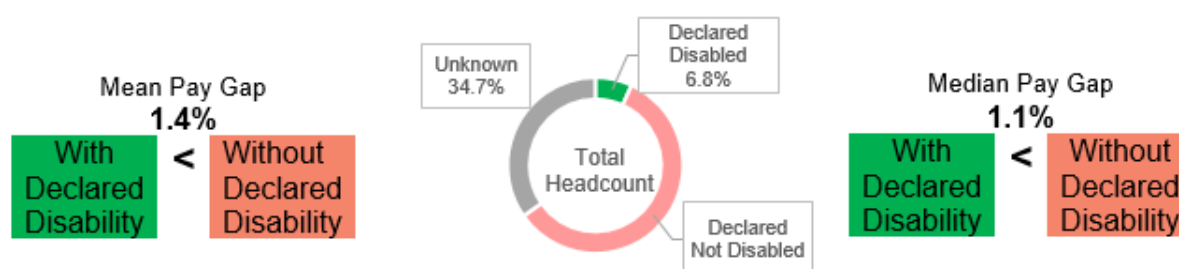


Figure 14: Mean and Median Disability Pay Gap

### Workforce Disability Composition by Earnings Quartile

As with Ethnicity, 'Unknowns' have been removed to clarify the data. Overall, all quartiles still favour staff that have declared they do not have a disability. Both Upper Middle and Lower Middle quartiles have increased by 2% in favour of disabled staff. Whilst the Upper and Lower of the top and bottom 25% of earners have increased by 1% from last year.

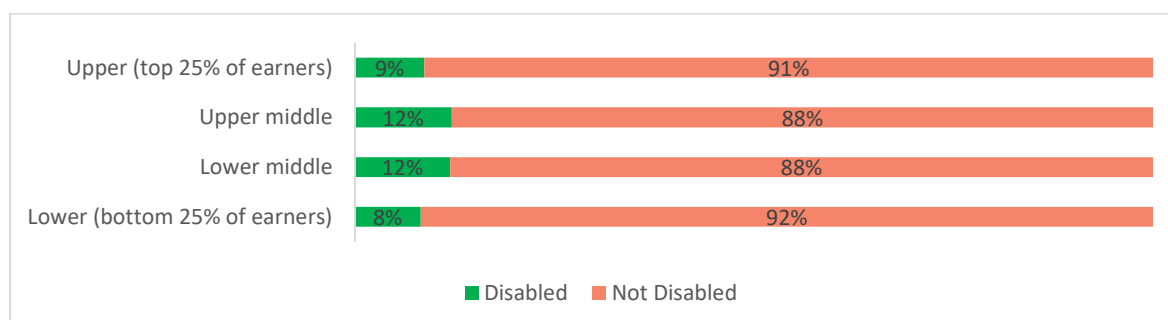


Figure 15: Workforce Disability Composition by Earnings Quartile

<sup>7</sup> ONS 2021, full report available [here](#).

## Performance Related Payments Disability Pay Gap

The performance related payment gap continues to favour staff who have not declared a disability. The mean performance related pay gap has increased from 3.5% to 12.2% this year, still favouring non-disabled staff. The median has also increased from last year from 2.7% to 12.8% this year. The proportion of disabled staff to receive some type of PRP has seen a slight increase from last year going from 49.4% to 49.8%, whilst the proportion of non-disabled staff to receive a bonus has increased from 42.5% to 52.8%.

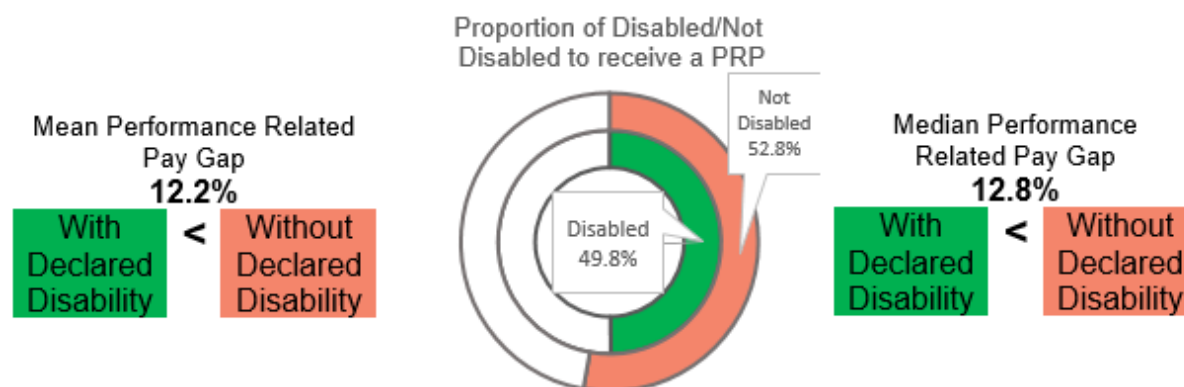


Figure 16: Mean and Median Disability Pay Gap

## Disability Pay Gap by Grade

Out of the 16 different pay grades at Camden, 5 have a mean or disability pay gap exceeding 5% - they are shown in Figure 17. A positive figure notes a pay gap favouring non-disabled staff, whilst a negative figure denotes a pay gap favouring disabled staff.

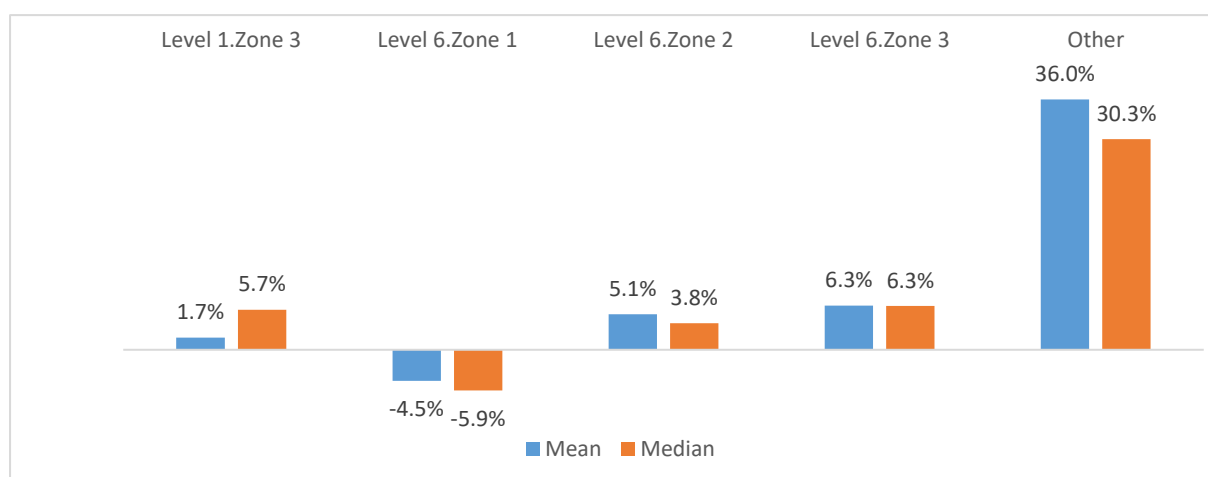


Figure 17: Disability Pay Gaps exceeding 5%

Both mean and median pay gaps at Level 6 Zone 1 continue to favour disabled staff, whilst the mean pay gap has decreased from 8.5% to 4.5%, the median has increased slightly from last year from 3.8% to 5.9%. It remains difficult to analyse this grade to determine drivers for this change as the level of unknowns at this grade remain relatively high increasing to 36% since last year.

The pay gaps at Level 6 Zone 3, both continue to favour non-disabled staff. The mean has increased slightly from 4.4% to 6.3%, whilst the median has decreased slightly from 6.6% to



6.3%. The number of unknowns, 54% and small number of staff at this level, will continue to skew the analysis.

The mean and median pay gap at the 'Other' level continue to favour non-disabled. The mean pay gap has increased from 25.2% to 36%, whilst the median has decreased from 41.9% to 30.3. The disability status of 87% of staff at this level is however unknown meaning this data cannot be considered representative.

The pay gaps at Level 1 Zone 3 continue to favour non-disabled staff. The mean remains below the 5% threshold at 1.7%, however the median has increased from 3.7% to just above the threshold at 5.7% still favouring non-disabled staff. The level of unknowns at this grade has also increase slightly this year to 37.6%.

## Proportional Disability Pay Gap

The proportion of disabled staff has increased at all levels with exception of Level 1 which has decreased by 1%. The largest increase was at Level 6 which was an increase of 4%.

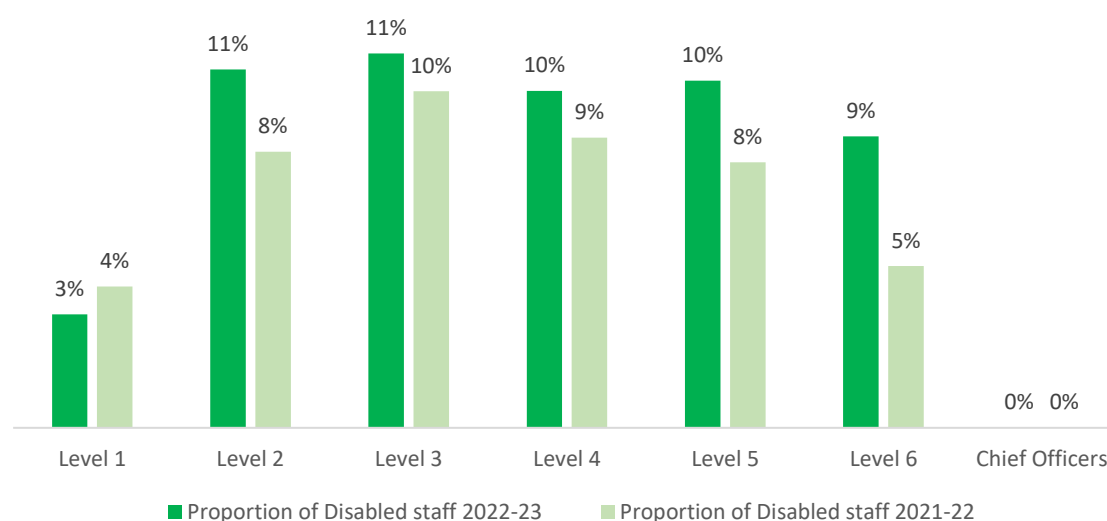


Figure 18: Proportion of Disabled Employees by Grade Difference 2022-23 vs. 2021-22

The mean proportional disability pay gap has increased slightly since last year, from 0.1% last year favouring staff that have declared a disability to 0.3% this year favouring staff who have declared not to have a disability. Whilst the median has increased slightly from last year at 0.3% to 0.56% still favouring staff who had 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

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### Gender

Overall, the gender pay gap continues to favour female staff at Camden, both mean and median Pay Gaps have increased since 2021-22. Both remain within the +/- 5% threshold. It is likely that there will always be some marginal overall favourability to either males or females each year, due to several factors such as differences in part-time and full-time working arrangements and changing patterns in length of service. Earning quartiles have shifted slightly and there continues to be a higher proportion of female staff in each quartile, with exception of the bottom 25% of earners where the higher proportion of male staff has increased from last year.

The significant change this year has been to the PRP pay gap where the Mean has decreased to 3.3% still favouring men, whilst the median performance related pay gap which favoured men last year by 13.8% has flipped slightly to favour women at 1.9%. This is the first time since 2019/20 we have seen the gender PRP pay gap fall below the 5% threshold or seen any PRP gap favour women.

In 2022 we became the first local authority to publish our gender pension gap. Whilst Camden's gender pay gap is small and slightly favours women a gender pension gap exists in the pension fund. The gender pension's gap is likely caused by both historical gender pay gaps and continuing differences in working patterns between genders. Contributing factors appear around the age of 30 when, across the sector, the pay gap begins to favour males and the number of females working part time increases. We have committed to regularly reporting on the gender pensions gap in future as part of our ongoing work to raise awareness of this issues and prompting staff to be 'Pension Aware' when making decisions about work and saving for the future.

Camden is committed to being an inclusive organisation and has actively been developing initiatives, working together with staff networks, to better understand and address barriers for our female staff at Camden.

Over the last twelve months, Camden has been working towards becoming a certified Bloody Good Employer, to normalise menstruation in the workplace and support everyone who menstruates at work. We have provided free access to menstrual and bladder leak products in all our main buildings and hosted workshops to develop a better understanding of menstruation and inclusive leadership on menstruation. We are looking to deliver and implement a menstrual health action plan, review our policies and practices to reference menstrual health where needed and develop e-learning modules.

We wanted to better support employees who experience domestic abuse by raising awareness around this issue through e-learning and working with colleagues to create safe spaces. We are planning to enhance our recruitment offer to support those impacted through the recruitment process and develop a campaign around support for staff affected by domestic abuse.

We have also been looking at flexible working, encouraging, and empowering staff to work flexibly, regardless of the reason, providing formal and informal arrangements, including location or time of work and conversations around health and wellbeing in the workplace. We know anecdotally that this approach has particularly benefitted women and carers, who often take the bulk of home responsibilities.

Finally, we are working closely with the Menopause Staff Network to ensure commitment around menopause is embedded in the organisation and have provided support. We have run staff and manager awareness and engagement sessions and reviewed and updated our Menopause commitment.

## **Ethnicity**

The mean pay gap had no change from 2021-22 staying at 13.3% whilst the median pay gap has slightly decreased from last year. The ethnicity pay gap within Camden is driven by more White employees being employed in more senior roles and Black, Asian, and Other Ethnic staff having a higher level of representation at lower levels. Whilst we have seen improvements in representation at individual grade levels there has been no change to the representation levels at the upper two earnings quartiles. The lower middle earnings quartile has moved slightly closer to parity, however, there has been an increase in the proportion of Black, Asian, and Other staff at the lowest pay quartile – whilst this increase is small (3%) this is something we will keep under review.

The PRP pay gap still favours white staff, although both mean and median have seen a notable decreases from last year, a driver for this is an increase of 2% awarded at Level 4 to Level 6 for BAOE staff compared to last year distribution of awards. Whilst analysis of PRP has shown some disproportionality in distribution as certain pay levels the prime driver of the ethnicity PRP pay gap remains the higher representation of White staff at higher grade levels.

Camden is deeply committed to becoming a truly inclusive, anti-racist organisation and is working closely with staff networks to achieve that goal. It has laid out a Charter with clear commitments as well as action plans to tackle the structural and systemic organisational barriers that prevent our Black, Asian, and other ethnic staff from accessing opportunities equally and ensure that staff will not be disadvantaged due to their ethnicity. As part of this we are reviewing our entire end-to-end recruitment process with the help of our Inclusive Recruitment Working Group.

One of the measures we committed to as part of our end-to-end recruitment review is making sure we do not have any all-white shortlists for roles at Level 5 and above. The aim of this initiative is to increase representation of Black, Asian, and Other Ethnic employees at senior levels (Level 5 and above, where underrepresentation is most significant).

Our equalities data shows that this approach is having a positive impact on our Black Asian and Other Ethnic headcount however we need to review this at the 12-month mark to understand its impact. This is a big and challenging piece of work, however, continues to be a corporate priority so that our workforce represents the communities we serve.

In parallel, we have been looking at ways to create opportunities for Black, Asian, and other ethnic staff to progress in the organisation to ensure diversity and representation across different levels of our workforce. Different schemes were developed: our internal apprenticeship offer, career development coaching, and leaders programme Black on Board – which is a governance training programme designed to train and mentor Black, Asian and other ethnic people onto board positions. Moving forward, we will be developing an overarching proposition setting out principles, commitments and revisiting offers to deliver on progression and tackle the ethnicity pay gap. We will also be looking at revisiting our mentoring and sponsorship offers to adapt it to the current needs, as well as provide career development and coaching particularly for Black, Asian, and Other Ethnic staff.

## **Disability**

Analysing disability pay data once again, has been incredibly difficult due to a relatively high number of unknowns, a slight increase in the number of unknowns from 32.6% to 34.7% the high number of unknowns continues to skew the data.

The mean and median disability pay gaps remain within the +/- 5% threshold both decreasing slightly from last year and still favour non-disabled staff. There has been a slight increase in the proportion of disabled staff at each pay quartiles since 2021-22 and an increase in proportion of disabled staff has been seen at all grade levels except Level 1 - however the increase in number of unknowns could in part be a driver of this. The mean and median Performance Related Pay gaps have both significantly increased and are now above the 5% threshold, both still favouring staff that have declared not to have a disability.

We work closely with the Staff Disability Network to make the organisation more inclusive for disabled staff. We have a Disability Charter which details our commitment to all staff that we will take actions which are in the best interests of the disabled community, including offering Disability Leave and our Wellbeing Passport.

In 2023 we ran a comprehensive Disability Inclusion Learning Offer which all people managers, HR employees and senior leaders were required to attend. Around 1,000 people attended which is 25% of all staff. This learning covered specific knowledge about how to support disabled staff to thrive at work. It helps to ensure that there is consistency in the understanding and knowledge level, about disability inclusion, across the organisation.

This work continues to be a priority area for the Council as we go forward working closely with disabled staff to hone our approach and create real, structural change.

**Report Ends**

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### 2022-23 Payscales

Payscale	Minimum	Mid-point	Maximum
Apprentice Level	£22,432	£27,032	£29,588
Level 1 Zone 2	£24,771	£25,404	£26,288
Level 1 Zone 3	£26,863	£27,803	£28,779
Level 2 Zone 1	£29,413	£30,452	£31,529
Level 2 Zone 2	£32,228	£33,374	£34,565
Level 3 Zone 1	£33,789	£36,127	£38,465
Level 3 Zone 2	£36,984	£39,755	£42,526
Level 4 Zone 1	£40,652	£43,715.50	£46,779
Level 4 Zone 2	£45,042	£48,456	£51,870
Level 5 Zone 1	£49,930	£53,736.50	£57,543
Level 5 Zone 2	£53,897	£59,623.50	£65,350
Level 6 Zone 1	£63,268	£70,035	£76,802
Level 6 Zone 2	£72,636	£80,446.50	£88,257
Level 6 Zone 3	£78,676	£88,869.50	£99,063
Director Level	£96,000	£111,500	£127,000
Executive Director	£136,000	£155,000	£174,000
Chief Executive	£175,000	£197,500	£220,000

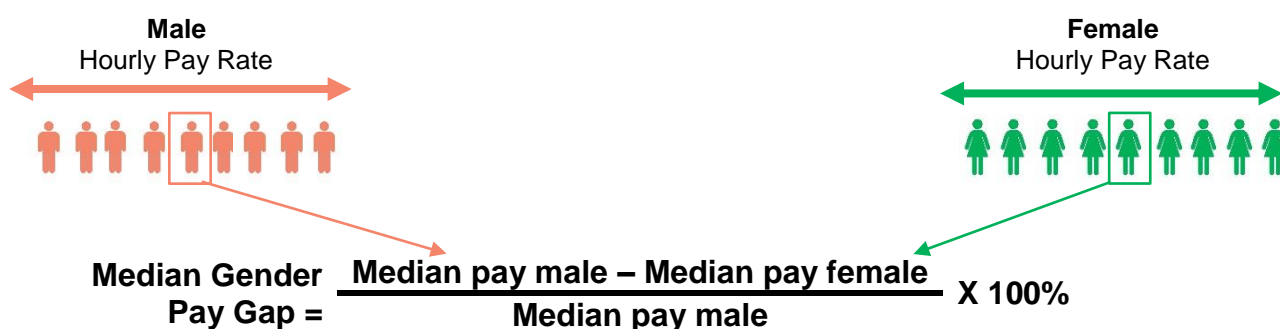
## Methodology

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](#)<sup>8</sup>.

### What do we report on?

Parameter	Calculation details
<b>Employee headcount</b>	Only full-pay employees employed by the Council as of 31 March 2023 are included in the calculation. That means that an employee must be paid full usual pay during the pay period (1 April 2022 – 31 March 2023). If the employee is paid less than their usual rate because of being on unpaid leave for that period, they is not included in the calculation.
<b>Hourly Pay rate</b>	Includes any monetary payment: basic pay, allowances, pay for piecework, and 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 authorised expenses, benefits in kind, and interest-free loans.
<b>Mean pay gap</b>	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.
<b>Median pay gap</b>	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.
<b>Quartile pay bands</b>	The proportion of male and female full-pay relevant to employees in the top 25% of earners, 2 <sup>nd</sup> highest 25% of earners, lowest 25% of earners and 2 <sup>nd</sup> lowest 25% of earners.
<b>Performance related payment</b>	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



<sup>8</sup> <https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather>