



London Borough of Camden

# Pay Gap Report

April 2023 - March 2024

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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 at Camden is primarily due to the underrepresentation of Black, Asian, and Other ethnicity staff in senior positions, coupled with their higher representation in lower-level roles and addressing this issue requires progressive change. Whilst there is still more to do, we are seeing the work we have been doing over several years begin to have a positive impact.

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 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 several 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 has decreased slightly from 1.7% to 0.1% moving closer to parity, and the median has decreased from 4.5% to 2.4% - both remaining below the 5% threshold<sup>1</sup>.
- The mean gender pay gap for part-time employees has increased significantly from 2% to 15.2%, whilst the median gender pay gap for part-time employees has decreased from 7.3% to 2.5% - both continue to favour female staff. This data is skewed by the fact that 72.2% 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 decreased from 60% to 54%.
- There are now two 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 13.2% and the median at 5.6%.
- The most notable change this year has been to the Performance Related Pay (PRP) gap. The Mean PRP gap has increased significantly from 3.3% from last year to 14.2% continuing to favour Male staff. Whilst the Median has flipped from last year when it favoured female staff at 1.9% to this year favouring male staff at 18.3%. We have seen notable changes in the PRP gap over the past couple of years and are monitoring this to identify and respond to any ongoing negative patterns that may emerge.

### Ethnicity

- There have been slight changes to the mean and median ethnicity pay gaps since last year. The mean has decreased from 13.3% last year to 12%. Whilst the median has increased slightly from 11.2% last year to 12%. Both still favouring White staff.
- The proportion of Black, Asian and Other Ethnicity staff has increased at all earning quartiles. The largest increase being at the 'upper top 25% of earners', which increased by 4% from 31% last year to 35%, whilst the Upper Middle pay quartile has reached parity.
- 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 8% this year and Level 6 seeing a 5% increase in representation.
- The PRP Gap continues to substantially favour White staff. The mean PRP gap remains the same from last year at 18.6% whilst the median PRP gap has increased slightly from 16.6% to 17.4%. However, 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 Black, Asian and Other Ethnicity representation at senior levels and the higher level of representation at lower levels.

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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 decrease of 'Unknowns' since last year from 34.7% to 33.4% but the high number of unknowns will continue to skew the analysis.
- The mean disability pay gap has increased since last year still favouring staff that have declared they do not have a disability. Whilst the median has decreased slightly moving closer to parity. Both remain below the 5% threshold.
- There have been no significant changes within pay 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 Charter 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 reviewing our reward and recognition 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 2023-24 Gender Pay Gap figures indicate that women continue to be paid slightly more than men. The mean and median pay gaps have decreased slightly since last year. The mean has moved closer to parity from 1.7% to 0.1% and the median from 4.5% to 2.4%, both remaining below the 5% threshold. There is some more variation at the grade level, and this will be investigated later in this report.

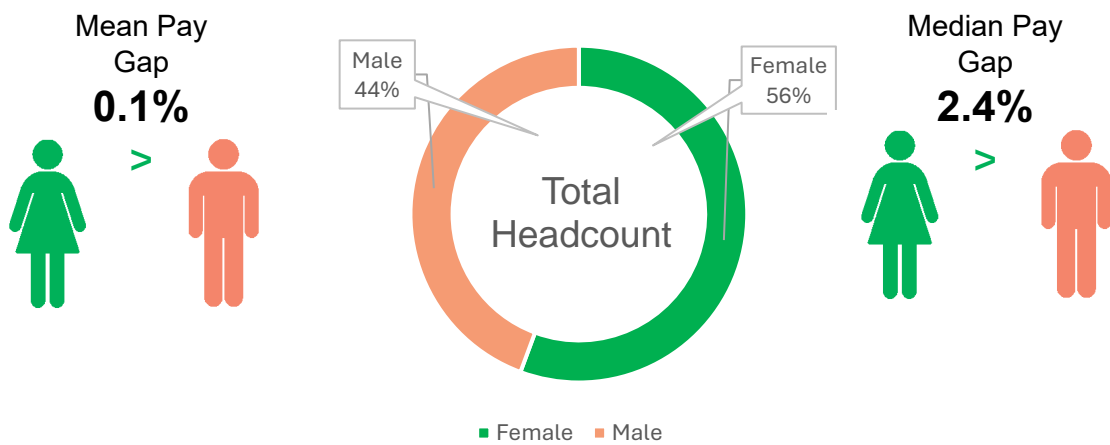


Figure 1: Mean and Gender Pay Gap

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

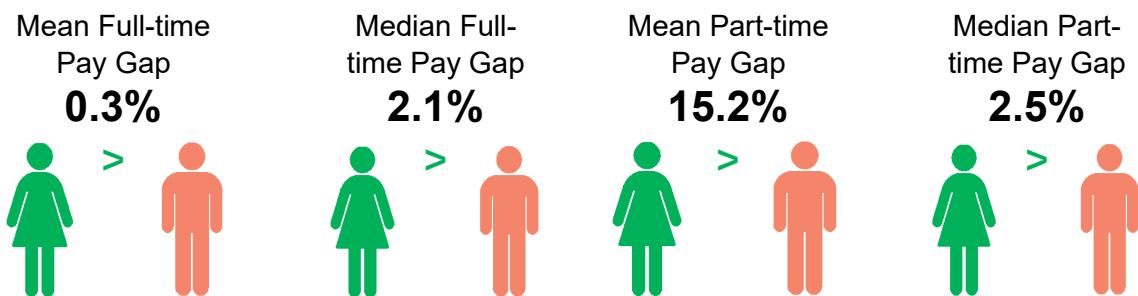


Figure 2: FT/PT Gender Pay Gaps

For both full time and part time employees, female staff are still earning more than their male colleagues. The gap for full time staff has decreased since last year and the mean has gone down from 3.1% to 0.3% still favouring female staff, whilst the median has gone down from 3.6% to 2.1%.

<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 2024.

For part time staff the mean has increased significantly from 2% to 15.2% and the median has decreased from last year from 7.3% to 2.5% both still favouring female staff. Part-time staff at Camden are much more likely to be female, with them making up 72.2% of all part time staff. This may skew hourly rates in favour of part time females above part-time male employees. This year there has been a decrease in the number of female part time workers Level 3 and below, whilst the number of part time workers at Level 4 and above has increased. This change appears to be the main driver of the changes 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 on female staff. Since last year the difference between the proportion of male and female earners has reduced in the top 25% (upper quartile) from 20% to 8% this year but increased from 8% to 20% in the Upper Middle quartile and from 4% to 22% in the Lower Middle quartile. In the Lower (bottom 25% of earners) the proportion of male staff has increased so the difference is now 8% compared to 3% last year, still in favour of men.

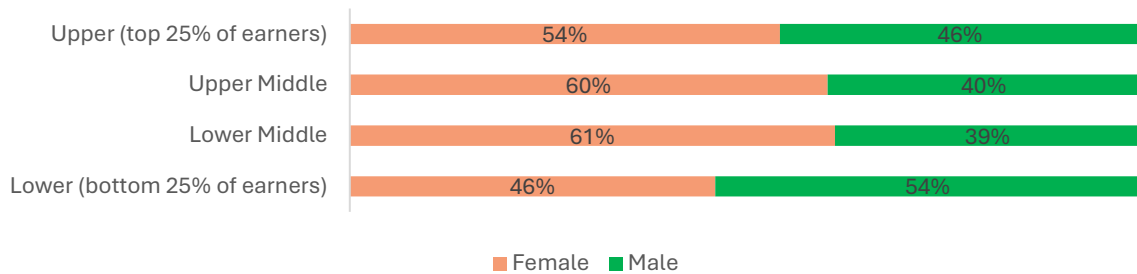


Figure 3: Workforce Gender Composition by Earnings Quartile

### 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.

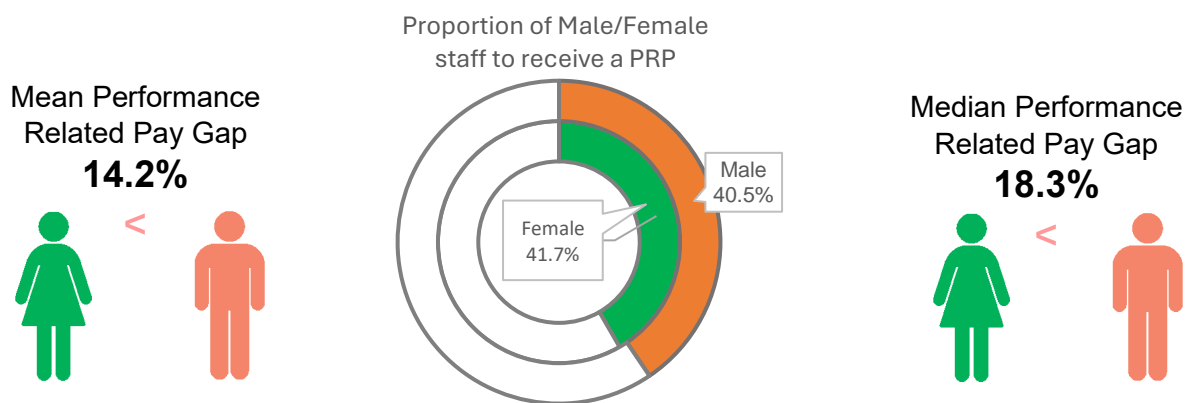


Figure 4: Mean and Median PRPs Gender Pay Gap

The overall proportion of staff receiving some type of PRP has decreased by 8.4% for women, and 6.4% for men since 2022-23.

The Mean PRP gap has increased from 3.3% last year to 14.2% continuing to favour Male staff, whilst the median which was 1.3% in favour of Female staff has flipped is now 18.3% in favour of

Male staff. Review of the underlying data has shown that at all the 17 different pay grades at Camden the average PRP value within these grades, 10 of them now favour Male staff compared to 9 grades favouring Female staff in 2022-23. 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 shows 60% of total vouchers issued between April 2023 to March 2024 were to Female staff. Female staff received more vouchers than Male staff at all levels except for Level 2, where slightly more Male staff received vouchers.

The overall distribution of percentage awards for All Grades still favours Female staff for both 1% and 2% awards. However, the proportion of 2% awards awarded to Female staff has decreased by 10.2% from 63.2% last year to 53.2%. The most significant change came at Level 4 where last year 70.1% of awards were to Female staff with this reducing by 12.8% to 57.3% of awards this year.

The table below shows the proportion of percentage awards made at each level. When compared to the make-up of the workforce the overall the distribution of 1% awards was aligned to the workforce composition except for Level 6, where Female staff are underrepresented. The distribution of 2% awards was mostly aligned to the makeup of the workforce except for Level 3 where Female Staff are underrepresented.

Level	1% Reward Payment		2% Reward Payment	
	Female	Male	Female	Male
Level 1	66.7%	33.3%	50.0%	50.0%
Level 2	54.7%	45.3%	50.0%	50.0%
Level 3	58.8%	41.2%	47.8%	52.2%
Level 4	58.3%	41.7%	57.3%	42.7%
Level 5	57.1%	42.9%	55.6%	44.4%
Level 6	45.5%	54.5%	60.7%	39.3%
<b>All Grades</b>	<b>57.7%</b>	<b>42.3%</b>	<b>53.2%</b>	<b>46.8%</b>

## Gender Pay Gap by Grade

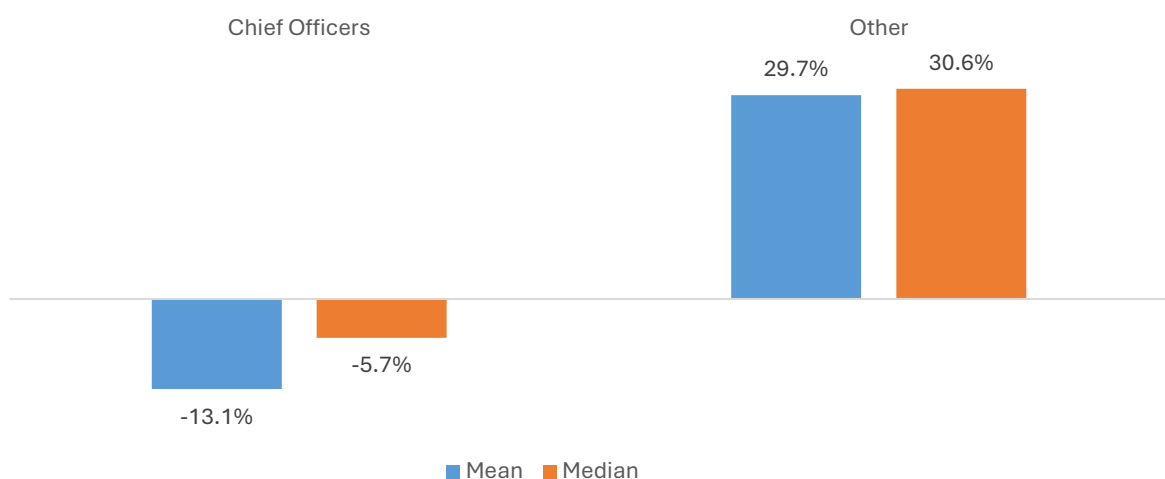


Figure 5: Gender Pay Gaps exceeding 5%

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 sixteen<sup>3</sup> different pay grades at Camden, two have either a mean or median gender pay gap exceeding 5%. This is a decrease from four grades in 2022-23.

The mean and median pay gap at Chief Officers level has increased slightly from 9.3% in 2022-23, to 13.1% still favouring female staff, and the median pay gap has increased slightly from 4.6% to 5.7% still favouring female staff. The main driver of this change appears to have been organisation restructuring that increased the number of Executive Directors from three to four. There are only a small number of staff within the Chief Officer grade level, so even minor variations in pay or representation within this group can have a significant impact on the pay gap analysis.

The mean and median pay gaps for the “Other” grade have both increased significantly since last year when both were slightly favouring male staff. The mean pay gap has risen from 0.7% to 29.7%, and the median pay gap from 0.9% to 30.6%. This pay grade encompasses a range of roles and predominantly includes staff that have TUPE transferred into Camden on protected terms and conditions. The main driver of the change to the pay gaps this year is the notable change in the composition of this staff group. 63.2% of staff at this grade are female compared to 50.9% last year, following the insourcing of a service with a predominantly female staff group in lower paid roles.

## Proportional Gender Pay Gap

There have been slight changes, in the workforce composition at the (summarised) pay grades. Chief Officers level saw the biggest change from 2022-23 with the proportion of female staff decreasing by 4%. Levels 2, 3 and 5 have seen no change, whilst Level 1, 4 and 6 have seen a percentage change between 1% and 2%.

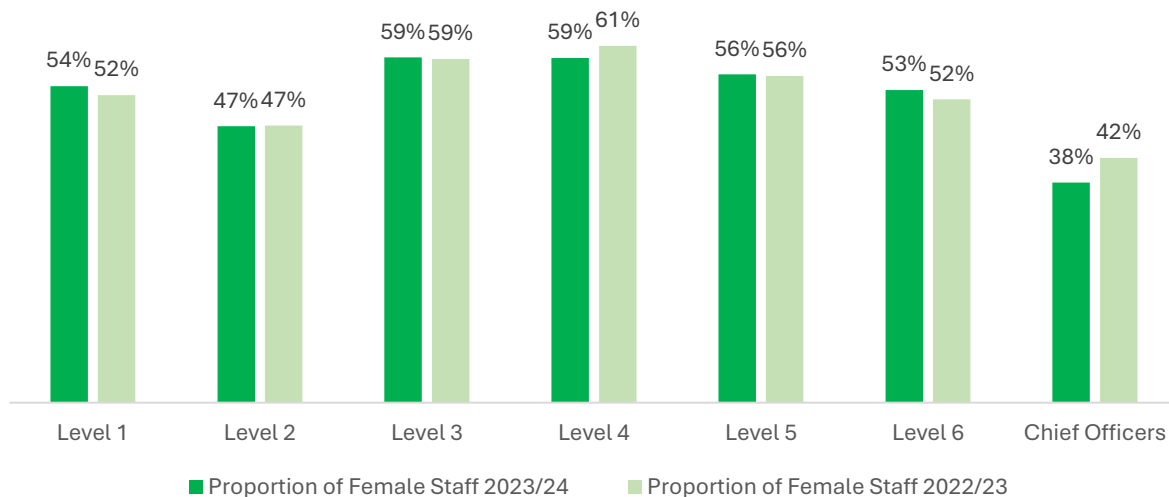


Figure 6: Proportion of Female Employees by Grade 2023-24 vs. 2022-23

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’

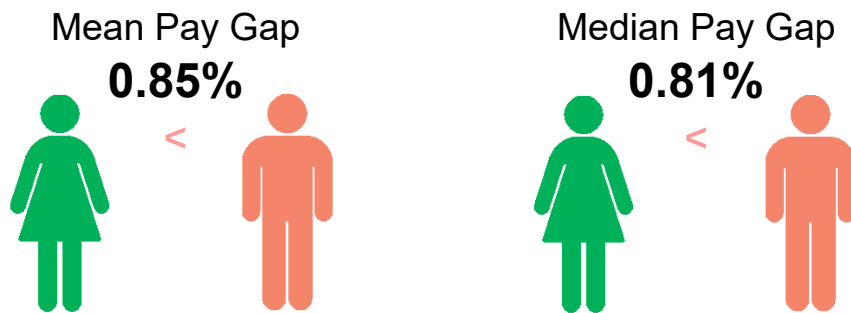


Figure 7: Proportional Gender Pay Gap

The proportional mean gender pay gap has flipped from being 0.02% in favour of female staff last year to being 0.85% in favour of male staff this year. The proportional median gender pay gap has also flipped from slightly favouring female staff at 0.13% to 0.81% favouring male staff. 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 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 some 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>4</sup>) background as a group.

## Headline Ethnicity Pay Gap

The mean ethnicity pay gap has decreased slightly from last year from 13.3% to 12% still favouring White staff. Whilst the median ethnicity pay gap has slightly increased from 11.2% to 12% still favouring White staff. The mean and median values being the same indicates that pay is evenly distributed there are no significant outliers skewing the data.

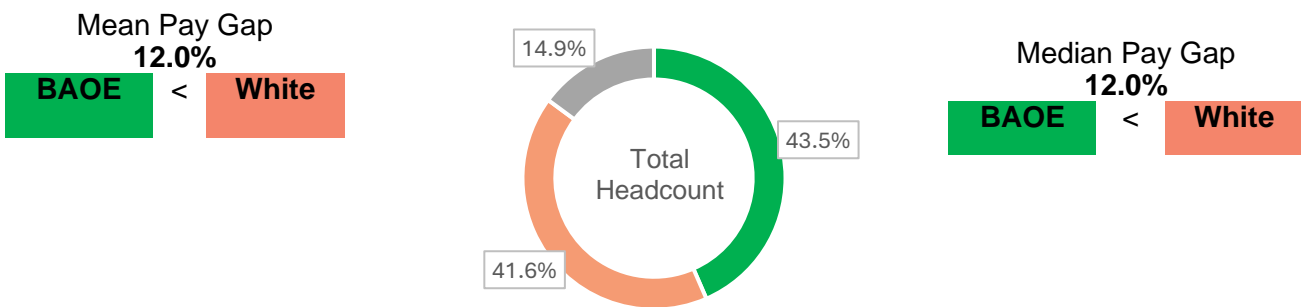


Figure 8: Mean and Median Ethnicity Pay Gap

## 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 increased from last year, with the biggest increase in the Upper (top 25% of earners) quartile - an increase of 4% for Black, Asian and Other ethnicity staff reducing the difference to 30%. Representation of Black, Asian and Other ethnicity staff in the Upper Middle quartile has increased by 1% from last year bringing this quartile to parity. Black, Asian and Other ethnicity staff continue to be the majority in both the lower quartiles with representation increasing this year by 3% for Lower Middle quartile and 1% for the Lower (bottom 25% of earners) quartile, so the differences are now 20% and 24%.

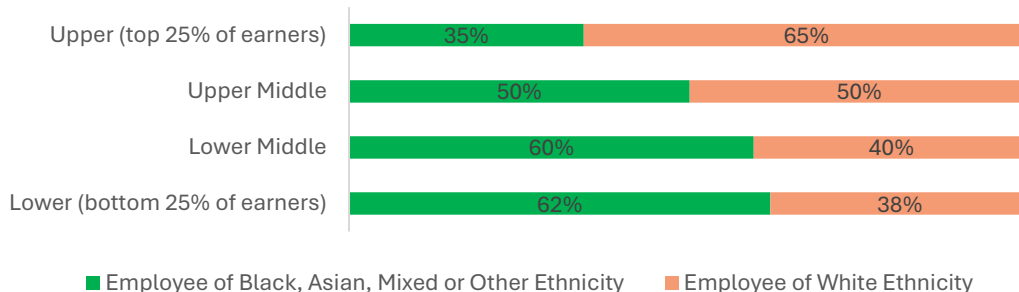


Figure 9: Workforce Ethnicity Composition by Earnings Quartile

<sup>4</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 Ethnicities 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 PRP gap remains the same from last year at 18.6% whilst the median PRP pay gap has slightly increased last year from 16.6% to 17.4%. The proportion of staff to receive a PRP has decreased for Black, Asian and Other ethnicity staff by 7% from 48.3% to 41.3% with White staff seeing a decrease of 9.4% from 54.3% to 44.9%.

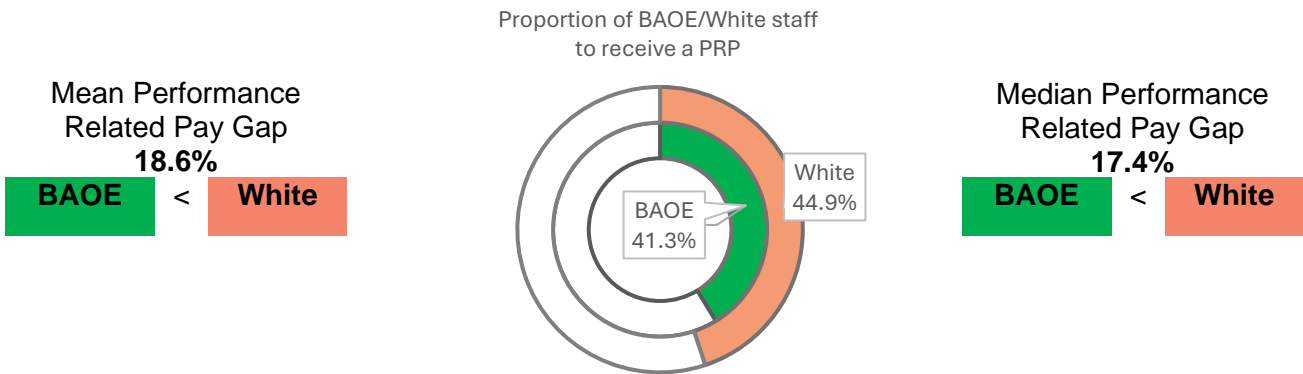


Figure 10: Mean and Median PRPs Ethnicity Pay Gap

The overall distribution of £40 vouchers between April 2023 and March 2024 shows 53% of vouchers were awarded to Black, Asian and Other ethnicity staff. When looking at the breakdown by Level it remains the same as last year with Black, Asian and Other ethnicity staff receiving more vouchers at Levels 1 through 4, whilst White staff received more at Levels 5 and 6.

The overall distribution of percentage awards shows that Black Asian and Other ethnicity staff continue to receive a greater proportion of 1% awards with this increasing slightly from 42.8% last year to 51.7%. White staff continue to receive the greater proportion of 2% awards, but there was a slight increase in the proportion of Black, Asian and Other ethnicity staff receiving one this year from 42.4% to 43.6%. When looking at the workforce composition then Black, Asian and Other ethnicity staff are overrepresented for 1% awards whilst the distribution of 2% awards is aligned to the workforce composition.

The table below shows the proportion of awards made at each Level. When compared to the make-up of the workforce at each level the distribution of 1% awards was broadly aligned to the workforce population. There was more variation for 2% awards, with Black, Asian and Other ethnicity staff being underrepresented most significantly at Levels 1 and 3.

With the distribution of awards increasingly proportionate to the composition of the workforce the driver of the ethnicity PRP pay gap remains the lower level of Black, Asian and Other ethnicity representation 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%	37.5%	62.5%
Level 2	65.1%	34.9%	56.3%	43.8%
Level 3	59.7%	40.3%	48.4%	51.6%
Level 4	46.7%	53.3%	42.0%	58.0%
Level 5	36.1%	63.9%	36.1%	63.9%
Level 6	19.0%	81.0%	25.0%	75.0%
<b>All Grades</b>	<b>51.7%</b>	<b>48.3%</b>	<b>43.6%</b>	<b>56.4%</b>

## Ethnicity Pay Gap by Grade

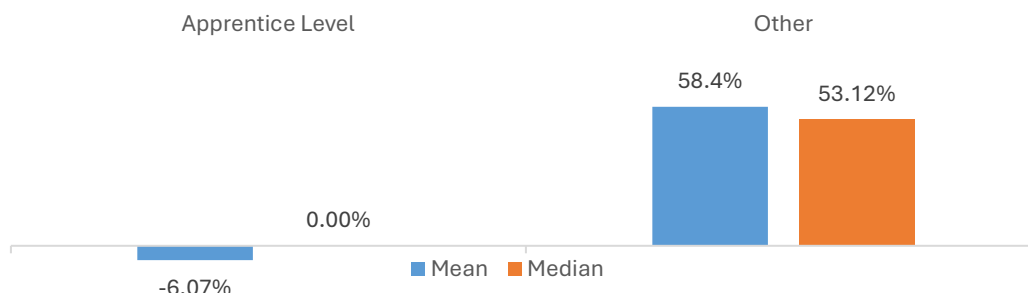


Figure 11: Ethnicity Pay Gaps exceeding 5%

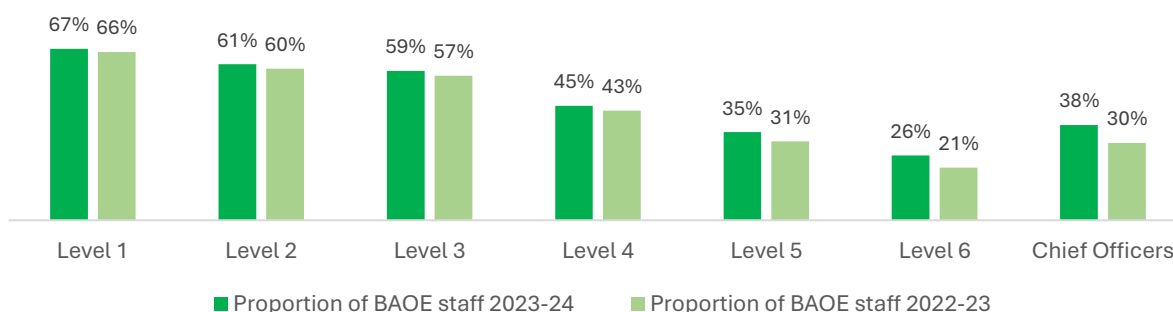
The graph above shows both the mean and median for grades where the pay gap has exceeded the 5% threshold. This enables us to quickly identify the most significant pay gaps and begin plans to resolve them. A positive figure, i.e. above the line, notes a pay gap favouring White staff, whilst a negative figure denotes a pay gap favouring Black, Asian and Other ethnicity staff

Out of the sixteen different pay grades at Camden, two now have a mean and/or median ethnicity pay gap exceeding 5% - they are shown in Figure 11. The 'Other'<sup>5</sup> grade continues to be an outlier, the mean pay gap has increased from 46.5% last to 58.4% this year, whilst the median has increased slightly from 50.6% last year to 53.1% both still favouring White staff. As outlined earlier in the report this grade includes a range of roles predominantly staff that have TUPE transferred into Camden on protected terms and conditions. There is also a high level of unknowns (49%) in this grade and as a result data for only 50 staff are included in this analysis.

At Apprenticeship Level the mean ethnicity pay gap has increased from last year at 2.4% to 6% this year still favouring Black, Asian or Other ethnicity staff. The slight increase appears to be driven by there being more Black, Asian or Other ethnicity apprentices undertaking a Level 4 qualification<sup>6</sup> which attracts a higher pay rate.

## Proportional Ethnicity Pay Gap

The proportion of Black, Asian and Other ethnicity staff has increased at all the summarised pay levels since last year. 'Unknowns' have been removed (as they were last year). The largest increase was at Chief Officer which has increased by 8% from last year.



<sup>5</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.

<sup>6</sup> A Level 4 Qualification on the UK's qualification framework is considered an advanced qualification. They sit above A-Levels (Level 3) and are equivalent to the first year of a bachelor's degree or a Foundation degree.

Figure 102: Proportion of BAOE Employees by Grade Difference 2023-24 vs. 2022-23

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 decreased slightly from 1.7% to 1.5%, whilst the median has decreased slightly from 2.4% to 2.2% 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 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

Detailed analysis of pay data by disability is constrained by a relatively high number of unknowns - this includes those staff who declared themselves as 'prefer not to say'. Although the number of unknowns has decreased slightly from 34.7% last year to 33.4% there is still large proportion of the workforce who have not declared whether they have a disability. We have also seen a small increase in the proportion of staff to have declared a disability from 6.8% last year to 7.2%. The large number of unknowns will however continue to skew the analysis, so conclusions drawn from the data need to bear that in mind.

## Headline Disability Pay Gap

The mean disability pay gap has increased slightly from 1.4% to 2.2% since last year still favouring staff that declared they do not have a disability but remains below the 5% threshold. The median has flipped since last year to favour staff that declared they have a disability by 0.3% compared to last year when it favoured staff that declared they do not have a disability by 1.1%. In contrast the overall UK median disability pay gap is 12.7%<sup>7</sup> in favour of people that do not have a disability.

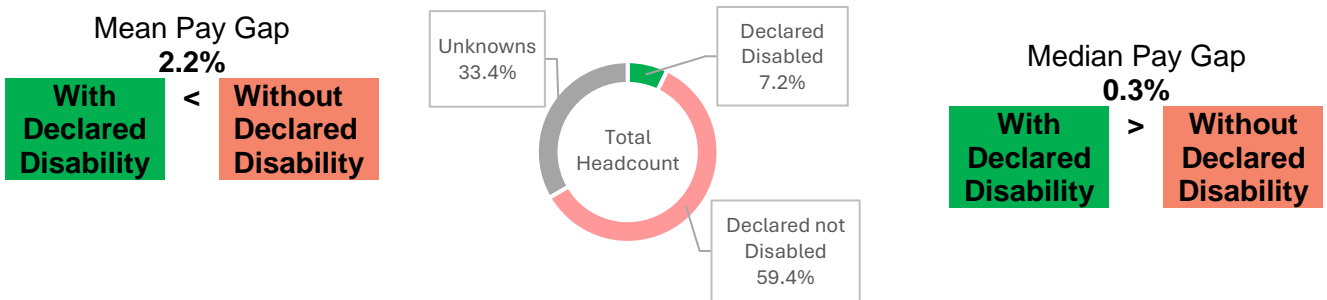


Figure 14: Mean and Median Disability Pay Gap

## Workforce Disability Composition by Earnings Quartile

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

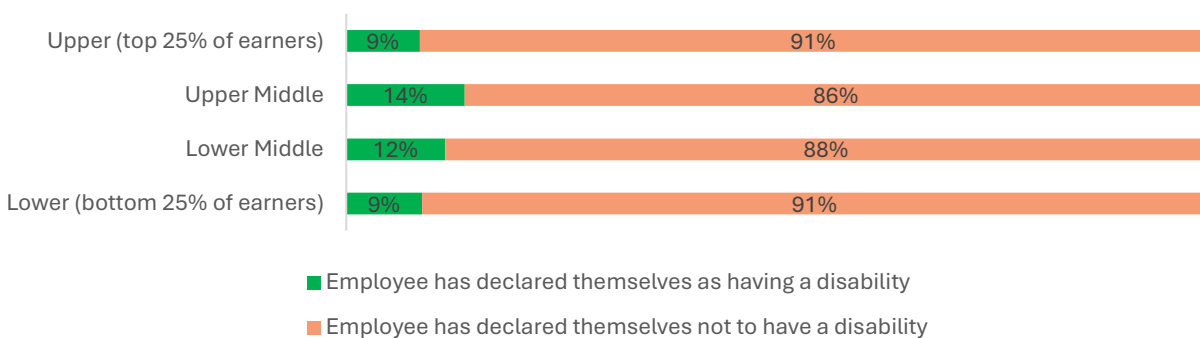


Figure 115: Workforce Disability Composition by Earnings Quartile

<sup>7</sup> ONS 2024, Full report available [here](#)

## Performance Related Payment Disability Pay Gap

The performance related payment gap continues to favour staff who have staff that declared they do not have a disability. The mean PRP gap has however decreased from 12.2% last year to 7.5% this year and the median has decreased from 12.8% last year to 6.1% this year. The proportion of staff who have declared a disability receiving some type of PRP has seen a small decrease of 2.5% from last year going from 49.8% to 47.3%, whilst the proportion of staff that declared they do not have a disability receiving a bonus has decreased more significantly by 11.2% from 52.8% to 41.6%

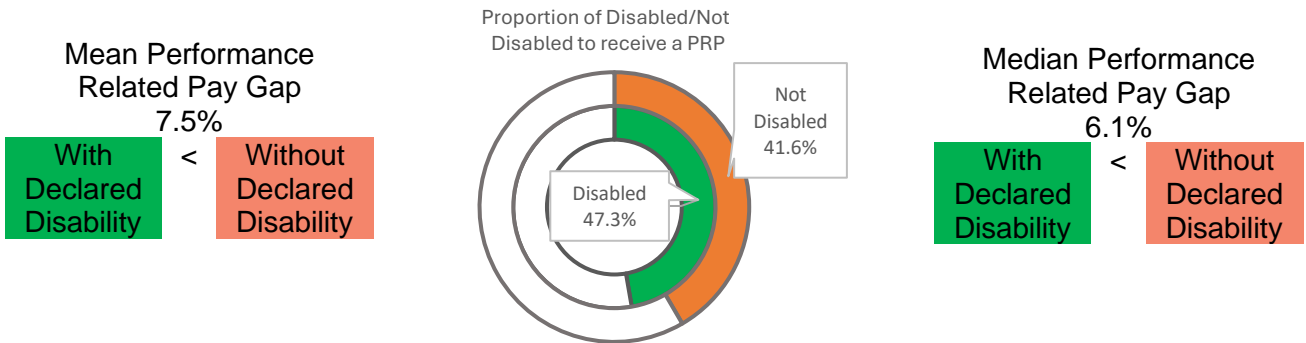


Figure 16: Mean and Median PRP Disability Pay Gap

## Disability Pay Gap by Grade

Out of the sixteen different pay grades at Camden, two have a mean or median disability pay gap exceeding 5% they are shown in Figure 17. A positive figure notes a pay gap favouring staff that have declared they do not have a disability, whilst a negative figure denotes a pay gap favouring staff who have declared a disability.

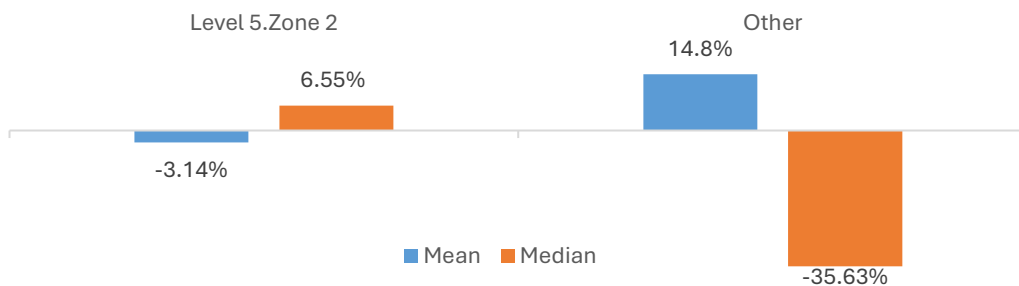


Figure 17: Disability Pay Gaps Exceeding 5%

The median pay gap at Level 5 Zone 2 last year had favoured staff who have declared a disability at 4.8% whilst this year it now favours staff that have declared they do not have a disability at 6.6%. It remains difficult to analyse this grade to determine the drivers for this change as 25% of staff at this grade have an 'unknown' disability status.

The mean pay gap at the 'Other' pay grade has decreased from last year from 36% to 14.8% still favouring staff that have declared they do not have a disability. The median pay gap at this level has flipped from last year, as it favoured staff that have declared they do not have a disability at 30.3% whilst this year it favours staff who have declared a disability at 35.6%. The disability status of 87.8% of staff at this level is however unknown meaning this data cannot be considered as representative.

## Proportional Disability Pay Gap

The proportion of disabled staff has seen slight movement at all summarised grade levels with exception to Chief Officers. The largest increase was at Level 2, which was an increase of 1.7%

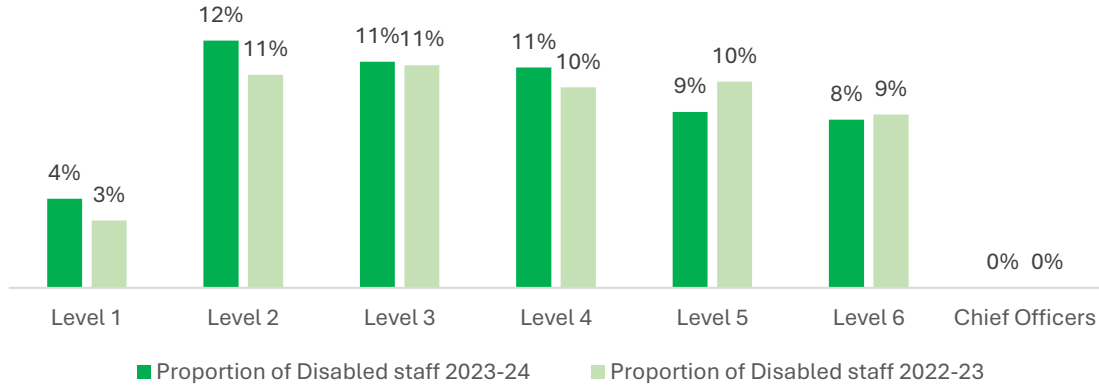


Figure 18: Proportion of Disabled Employees by Grade Difference 2023-24 vs. 2022-23

The mean proportional disability pay gap factors in the gaps at the grade level and weights them proportional to the number of staff at those grades. The mean proportional disability pay gap has flipped this year to slightly favour staff that have declared a disability by 0.06%. Whilst the median has increased slightly from last year from 0.5% to 1.5% 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 129: Proportional Disability Pay Gap

## Conclusions and Actions

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### Gender

Overall, the gender pay gap continues to marginally favour female staff at Camden, both mean and median Pay Gaps have decreased from last year's report. Both remain 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 differences in part-time and full-time working arrangements and changing patterns in length of service. Earning quartiles have shifted slightly but continue to favour female staff, with exception of the bottom 25% of earners where the difference has decreased since last year but continues to favour male staff.

We have seen notable changes in the PRP gap over the past couple of years and are monitoring this to identify and respond to any ongoing negative patterns that may emerge. The changes this year appear to be driven by the decrease in the number of 2% awards given to female staff particularly at Level 4.

In 2022 Camden became the first local authority to publish its gender pension gap and has committed to republishing this analysis every three years. Whilst 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 attributable to both historical gender pay gaps and continuing differences in working patterns between genders. Shining a light on this disparity will help the Council raise the profile of this important issue.

The Council believes in fostering an inclusive workplace where everyone can thrive. In 2022 Camden began its journey to become a certified Bloody Good Employer and became accredited in December 2023. Bloody Good Employers is an initiative from Bloody Good Period – for employers who want to create long-term positive change to normalise menstruation in the workplace and support everyone who menstruates at work. Further work was delivered during 2024 to respond to staff feedback this included providing free access to menstrual and bladder leak products in all the Council's main buildings as well as USB fans, hosting workshops, run by Bloody Good Employers, challenging myths and stigma, developing a better understanding of menstruation and inclusive leadership on menstruation, launching E-learning and workshops for all colleagues and training sessions for managers on Menopause in the workplace, the Council's expectations of managers and how to support team members.

In March 2022 Camden became the first London Borough to sign up to the Employers Domestic Abuse Covenant (EDAC) pledging to support women affected by abuse to enter or re-enter the workplace. Work has continued since then to refresh the Council's Domestic Violence Policy and increase awareness. Everyone at Camden now receives basic training on how to recognise the signs of domestic abuse and support someone in making a disclosure. We want to build a culture where there is no longer stigma and secrecy that can often further isolate survivors from their families, friends, and society.

As Timewise' first Fair, Flexible Borough Camden is dedicated to offering flexible work options, and that is why the Council have launched a brand-new flexible working policy. This policy reflects recent legislative changes and incorporates valuable insights from Camden's partnership with Timewise. Focussed work has been to identify barriers and understand the specific needs of frontline staff regarding flexible work. Based on these insights, pilot programs are being conducted to assess different flexible working models that consider the needs of residents, service areas, and individual employees seeking flexibility. Work to publicise the benefits of flexible and part time working to work to male staff is planned through the sharing positive case studies and colleague experiences.

## Ethnicity

The mean pay gap has decreased slightly from 13.3% in 2022-23 to 12% whilst the median pay gap slightly increased from 11.2% to 12%. The ethnicity pay gap within Camden is driven by the lower level of representation of Black, Asian and Other ethnicity staff at senior levels and higher level of representation at lower levels. Earning quartiles have slight changes from last year. The biggest increase was in the Upper (top 25% of earners) quartile where the proportion of Black, Asian and Other ethnicity staff increased by 4%, whilst the Upper middle earning quartile has now reached parity.

These changes to the earning quartiles reflect the changes we have seen in workforce composition with the number and proportion of Black, Asian, and Other ethnicity staff at senior grades (Level 5 to Level 7) continuing to increase. Black, Asian, and Other ethnicity staff make up 29.5% of all staff in these grades. Whilst the Chief Officers level is now representative of the Camden Residential population (40.48%) and almost representative of the workforce (43.58%).

The PRP gap still favours White staff, with the mean remaining the same as last year, and the median seeing an increase. 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 lower level of representation of Black, Asian and Other ethnicity staff at senior levels and higher level of representation at lower levels.

Camden is a committed anti-racist organisation with a zero-tolerance approach to discrimination in all its forms. The Council encourages people to speak up, be an ally, so that it can ensure there is a positive and safe working environment for everyone. The Council also understands that it may be difficult to raise an issue or 'call it out' via the more formal routes, therefore in June 2024 a 'Reporting discrimination hub' was launched to give people a chance to talk about issues related to discrimination on the individual's terms. The creation of the Hub has been a collective effort led by staff over three years, aiming to create a more human and inclusive approach, accessible to all, based on empathy and understanding, and placing wellbeing right at the heart.

The Council continues to empower staff and people managers to grasp and pledge to foster anti-racist leadership practices through the Anti-Racism module in the mandatory learning portfolio, resources in corporate induction for new staff and managers, and in the 'Guide to be a people manager in Camden' and a collection of anti-racism resources accessible through the Council's Learning and Development Hub covering a range of topics related to anti-racism, including subjects like micro-aggressions. The Council also runs safe spaces for staff across the organisation where Black, Asian and Other ethnicities can share experiences and support each other.

In 2024, Camden partnered with The Runnymede Trust to undertake innovative new research to build understanding of how employees from minoritised ethnic backgrounds access and experience flexible working in the Council. Their research findings and recommendations will underpin the development of practical solutions to support the Council in its work to create inclusive workplaces where everyone has a level of autonomy and control over their working pattern.

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). 2024 also saw the Council celebrate Camden's fifth Black History Season since extending Black History Month in 2020. The programme dedicates three months, from October to December to celebrating the incredible and wonderful 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, a slight decrease in the number of unknowns from 34.7% to 33.4% the high number of unknowns continues to skew the data.

The mean disability pay gap has increased from last year still favouring staff that have not declared a disability, whilst the median disability pay gap has decreased slightly still favouring staff that have declared disability. Both the mean and median remain within the +/- 5% threshold. Very little has changed within the pay quartiles since 2022-23. The mean and median PRP gaps have both significantly increased, both still favouring staff that have not declared a disability.

Camden continues to take a leading role in championing diversity and inclusion internally and externally and is committed to leading by example. Camden collaborates closely with the Staff Disability Network to make the organisation more inclusive for disabled staff. The Disability Charter details the Council's commitment to all staff that it will take actions which are in the best interests of the disabled community, including offering Disability Leave and using a Wellbeing Passport.

The Council has enhanced its learning offer to improve awareness around neurodiversity which is signposted along with resources around Disability awareness in Camden's Learning and Development Hub, which cover specific knowledge about how to support disabled staff to thrive at work. This helps to ensure that there is consistency in the understanding and knowledge level, about 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 as well as in the corporate induction and mandatory learning offer for all staff and people managers.

## Appendix

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### 2023-24 Pay scales

Pay scale	Minimum	Mid-point	Maximum
Apprentice Level	£24,685	£25,302	£31,469
Level 1 Zone 2	£24,954	£25,404	£28,640
Level 1 Zone 3	£29,680	£30,155	£31,131
Level 2 Zone 1	£31,765	£32,804	£33,881
Level 2 Zone 2	£34,580	£35,726	£36,917
Level 3 Zone 1	£36,141	£38,479	£40,817
Level 3 Zone 2	£39,336	£42,107	£44,878
Level 4 Zone 1	£43,004	£46,067.50	£49,131
Level 4 Zone 2	£47,394	£50,808	£54,222
Level 5 Zone 1	£52,282	£56,088.50	£59,895
Level 5 Zone 2	£58,184	£63,035	£67,886
Level 6 Zone 1	£66,573	£73,177.50	£79,782
Level 6 Zone 2	£82,140	£86,911	£91,682
Level 6 Zone 3	£93,019	£97,963	£102,907
Director Level	£96,000	£111,500	£127,000
Executive Director	£136,000	£155,000	£174,000
Chief Executive	£175,000	£197,500	£220,000

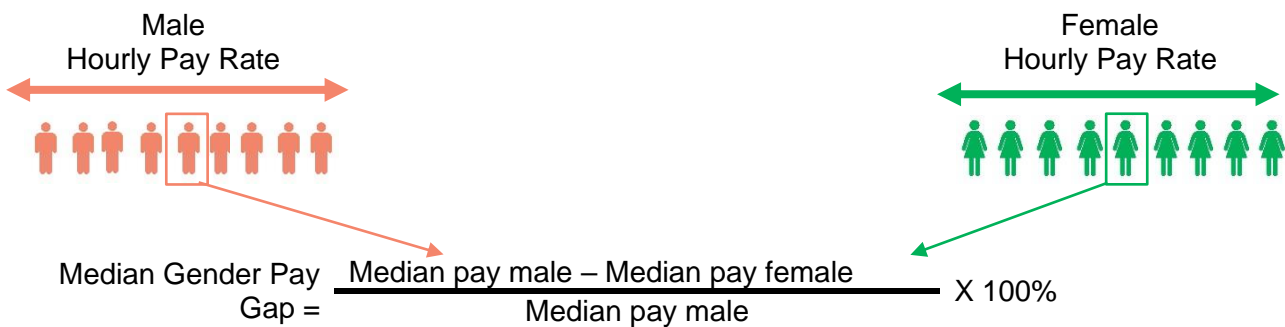
## Methodology

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
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 usual 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, 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 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, second highest 25% of earners, lowest 25% of earners and 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



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