

2020 Gender pay gap reporting

Background

Developing a workforce which reflects the city it serves is a key priority for the Greater London Authority (GLA). The GLA is fully determined to tackle inequality in any form and publishing the gender pay gap supports this aim.

The GLA first published a gender pay gap report in 2016, ahead of any legislative requirement to do so. Since this initial report the Equality Act 2010 (Gender Pay Gap Information) regulations came into force in 2017, which require public bodies with 250 or more employees to report on their gender pay gap. GLA published subsequent March 2017, 2018 and 2019 reports, together with a programme of activity to help address its gender pay gap.

This report reflects the position as of March 2020. In places throughout the report comparison is made with the March 2019 findings to demonstrate how the Authority is continuing to make progress in its ambition to close the gender pay gap.

It is worth noting when reviewing the findings that salaries at the GLA are determined through a job evaluation scheme, so that the Authority pays the same salary to roles of equal weight. Job evaluation evaluates the job and not the post holder. It makes no reference to gender or any other personal characteristics of existing or potential job holders.

The GLA recognises that gender identity is not limited to the categories of male and female. Although gender pay gap regulations require the GLA to report on all staff as men and women, the GLA appreciates that some colleagues may not identify within this gender binary. The GLA welcomes and values colleagues of all gender identities. It recognises non-binary identities through the use of gender neutral language throughout its HR policies and communications and by working closely with its LGBTQ+ Staff Network group.

Methodology

For the purposes of this report all calculations are in accordance with the [Government Guidance](#).

The following formula is used to calculate the pay gap:

$$\frac{A - B}{A} \times 100$$

where A is the mean/median hourly rate of pay for relevant male staff; and,
where B is the mean/median hourly rate of pay for relevant female staff.

As a public sector body, the snapshot date for the data collection was 31 March 2020. The data, where appropriate, has been broken down by both full-time and part-time staff.

As at 31 March 2020, there were 1181 employees in the GLA of which 1142 were counted for gender pay gap reporting purposes. Of the 1142, 59% (678) were women. The GLA is a single status organisation and does not have different staff groups i.e. all staff are officers, and so office holders like the Assembly Members and the Mayor are excluded.

Overall Gender Pay Gap Summary

As at 31 March 2020 the GLA had a median gender pay gap of 3.87% and a mean gender pay gap of 5.64%. This is an increase on the position last year where the median gender pay gap was 0.83% and the mean was 5.10%. The female staffing population has grown by 14% between 2019 and 2020 with the male staff population growing by only 7%. Under the GLA's pay and grading principles, new employees are normally appointed at the bottom of the grade, however with many more female new starters this brings the female median pay down and thus increasing the pay gap. This effect will diminish over time as staff receive automatic annual increments until reaching the top of the grade.

The GLA outcomes compare favourably to both the national and London picture. The national median gender pay gap for all workers is reported as 17.3% and the mean gender pay gap is 16.2%. The median gender pay gap for London is 17.5% and the mean figure is 21.6%.¹

Whilst the GLA is in a strong position in relation to comparator organisations, ongoing work is needed in order to fully close the gender pay gap.

¹ The national and London data are derived from the [2019 Annual Survey of Hours and Earnings\(ASHE\)](#) report this being the most recent survey for comparative purposes with the calculations made on 20 July 2020..

Table 1: Overall gender pay gap (all staff), March 2020

Overall Median Pay Gap		Overall Mean Pay Gap		
	Median Hourly Pay (all staff)		Mean Hourly Pay (all staff)	Staff numbers
Female	£24.62	Female	25.92	678
Male	£25.61	Male	27.47	464
Pay Gap	3.87%	Pay Gap	5.64%	

Table 2: Overall gender pay gap (all staff), March 2019

Overall Median Pay Gap		Overall Mean Pay Gap		
	Median Hourly Pay (all staff)		Mean Hourly Pay (all staff)	Staff numbers
Female	£24.90	Female	£25.67	595
Male	£25.11	Male	£27.05	435
Pay Gap	0.83%	Pay Gap	5.10%	

The number of women employed by the GLA increased by 83 during 2019-20, whereas the number of men employed increased by 29.

Analysis of full and part time staff

The tables below show the median and mean pay gap for both full and part time workers. There is a median pay gap of 3.56% and a mean pay gap of 16.23% for part time workers. The median pay gap has reduced from 4.18% since last year but the mean has increased from 6.38%. The number of employees working part time has risen to 142 employees in the last year and 87% of these part time workers are women. The GLA is committed to offering flexible working for its staff and believe that this is one way to improve representation of women (who are typically more likely to work part-time) in the workforce.

Table 3: data by full time and part time, March 2020

	Median Hourly Pay (full time)	Median Hourly Pay (part time)	Mean Hourly Pay (full time)	Mean Hourly Pay (part time)
Female	£24.22	£25.50	£25.89	£26.07
Male	£25.61	£26.44	£27.32	£31.12
Pay Gap	5.43%	3.56%	5.23%	16.23%
Difference	£1.39	£0.94	£1.43	£5.05

Table 4: data by full time and part time, March 2019

	Median Hourly Pay (full time)	Median Hourly Pay (part time)	Mean Hourly Pay (full time)	Mean Hourly Pay (part time)
Female	£23.84	£25.44	£25.32	£26.99
Male	£25.11	£26.55	£26.98	£28.83
Pay Gap	5.06%	4.18%	6.15%	6.38%
Difference	£1.27	£1.11	£1.66	£1.84

Quartile Summary

In accordance with the methodology set out in the regulations, the data is also presented by quartiles below by *“dividing the workforce into four equal sized groups and separating them according to the hourly pay rate, starting from lowest paid to the highest paid”*. There remains a negative median and mean gender pay gap in the lower quartile, which suggests that women continue to earn more at the lower levels than men. Like last year, there remains a mean and median pay gap in the upper quartile, but both have increased.

Addressing the gender pay gap at the senior levels is a top priority for the GLA.

Table 5: Quartile Mean Hourly Pay, March 2020

Mean Hourly Pay				
	Female	Male		
	Hourly rate	Hourly rate	Pay Gap	% Women
lower quartile	£17.03	£16.68	-2.10%	63
lower middle quartile	£23.07	£23.18	0.47%	61
upper middle quartile	£27.23	£27.01	-0.81%	59
upper quartile	£38.03	£40.30	5.63%	54

Table 6: Quartile Mean Hourly Pay, March 2019

Mean Hourly Pay				
	Female	Male		
	Hourly rate	Hourly rate	Pay Gap	% Women
lower quartile	£16.38	£15.86	-3.28%	59
lower middle quartile	£22.60	£22.62	0.09%	61
upper middle quartile	£26.98	£26.95	-0.11%	60
upper quartile	£38.66	£39.94	3.20%	51

Table 7: Quartile Median Hourly Pay, March 2020

Median Hourly Pay				
	Female	Male		
	Hourly rate	Hourly rate	Pay Gap	% Women
lower quartile	£17.60	£17.09	-2.98%	63
lower middle quartile	£23.03	£23.08	0.22%	61
upper middle quartile	£26.82	£26.64	-0.68%	59
upper quartile	£32.89	£36.77	10.55%	54

Table 8: Quartile Median Hourly Pay, March 2019

Median Hourly Pay				
	Female	Male	Pay Gap	% Women
	Hourly rate	Hourly rate		
lower quartile	£17.17	£16.18	-6.12%	59
lower middle quartile	£22.56	£22.56	0.00%	61
upper middle quartile	£27.18	£27.18	0.00%	60
upper quartile	£35.69	£36.41	1.98%	51

Grade Summary

The GLA has chosen to analyse gender pay in relation to its grading structure to provide a more in-depth look at the distribution of pay across the organisation. The tables below also show spot salaries and London's Living Wage which are fixed rates not linked to defined spinal column points within the GLA's grading structure. For the spot salaries and London's Living Wage there is no progression up to or beyond the rate for each position compared to the other grades which each have five incremental steps within each grade.

The data shows a negative mean pay gap for some of grades including Grades 2, 5, and 13 (mean) and Grades 2, 5, 11, and 15 (median). When looking at the median, however, there is a very small pay gap of 0.10% compared to the mean, which is showing as 3.93% at the Spot level i.e. the highest salary levels in the GLA. The formalised grading system accounts for less dramatic variances when analysing the median data as this shows the middle values for men and women against each grade. The length of service of staff is a contributory factor to the median differences and the salaries for all staff are determined through job evaluation rather than on personal characteristics or as a result of negotiating their salary.

Table 9: Mean hourly pay by grade, March 2020

Mean Hourly Pay					
	Female		Male		Pay Gap
Grade	Hourly rate	No	Hourly rate	No	
London's Living Wage	£10.75	8	£10.75	9	0.00%
Grade 1	£12.09	4	£0.00	0	N/A
Grade 2	£14.04	8	£13.91	4	-0.93%
Grade 3	£15.63	10	£15.80	26	1.08%
Grade 4	£15.28	9	£15.75	6	2.98%
Grade 5	£16.84	49	£16.72	11	-0.72%
Grade 6	£18.23	83	£18.38	47	0.82%
Grade 7	£21.56	62	£21.88	35	1.46%
Grade 8	£23.73	125	£23.82	83	0.38%
Grade 9	£26.39	104	£26.39	82	0.00%

Grade 10	£29.29	96	£29.64	60	1.18%
Grade 11	£31.29	44	£31.38	31	0.29%
Grade 12	£37.31	38	£38.00	26	1.82%
Grade 13	£43.54	14	£43.49	15	-0.11%
Grade 14	£46.40	8	£47.83	10	2.99%
Grade 15	£60.53	6	£60.77	10	0.39%
Spot	£69.89	10	£72.75	9	3.93%

Table 10: Mean hourly pay by grade, March 2019

Mean Hourly Pay					
Grade	Female		Male		Pay Gap
	Hourly rate	No	Hourly rate	No	
London's Living Wage	£ 10.55	11	£ 10.55	12	0.00%
Grade 1	£ 11.77	5	£ 11.80	4	0.25%
Grade 2	£ 13.52	6	£ 13.63	3	0.81%
Grade 3	£ 15.25	9	£ 15.24	25	-0.07%
Grade 4	£ 15.44	5	£ 15.66	5	1.40%
Grade 5	£ 16.65	45	£ 16.57	10	-0.48%
Grade 6	£ 18.11	77	£ 17.92	47	-1.06%
Grade 7	£ 21.55	54	£ 21.75	40	0.92%
Grade 8	£ 23.54	105	£ 23.53	68	-0.04%
Grade 9	£ 26.25	90	£ 26.58	64	1.24%
Grade 10	£ 29.20	85	£ 29.19	56	-0.03%
Grade 11	£ 31.97	42	£ 31.32	31	-2.08%
Grade 12	£ 37.28	24	£ 38.04	31	2.00%

Grade 13	£ 42.39	14	£ 44.60	13	4.96%
Grade 14	£ 44.67	7	£ 46.61	9	4.16%
Grade 15	£ 58.46	5	£ 61.17	9	4.43%
Spot	£ 72.29	11	£ 67.50	8	-7.10%

Table 11: Median Hourly Pay by Grade, March 2020

Median Hourly Pay					
Grade	Female		Male		Pay Gap
	Hourly rate	No	Hourly rate	No	
London's Living Wage	£10.75	8	£10.75	9	0.00%
Grade 1	£12.09	4	£0.00	0	N/A
Grade 2	£14.43	8	£13.91	4	-3.74%
Grade 3	£16.05	10	£16.05	26	0.00%
Grade 4	£14.97	9	£15.73	6	4.83%
Grade 5	£16.59	49	£16.18	11	-2.53%
Grade 6	£18.04	83	£18.04	47	0.00%
Grade 7	£21.41	62	£21.44	35	0.14%
Grade 8	£23.58	125	£23.58	83	0.00%
Grade 9	£26.12	104	£26.12	82	0.00%
Grade 10	£29.02	96	£29.34	60	1.09%
Grade 11	£31.10	44	£30.99	31	-0.35%
Grade 12	£37.14	38	£37.88	26	1.95%
Grade 13	£43.54	14	£43.97	15	0.98%
Grade 14	£46.73	8	£48.59	10	3.83%
Grade 15	£60.63	6	£60.61	10	-0.03%

Spot	£68.76	10	£68.83	9	0.10%
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Table 12: Median Hourly Pay by Grade, March 2019

Median Hourly Pay					
Grade	Female		Male		Pay Gap
	Hourly rate	No	Hourly rate	No	
London's Living Wage	£ 10.55	11	£ 10.55	12	0.00%
Grade 1	£ 11.65	5	£ 11.80	4	1.27%
Grade 2	£ 13.57	6	£ 14.07	3	3.55%
Grade 3	£ 15.66	9	£ 15.66	25	0.00%
Grade 4	£ 15.73	5	£ 15.73	5	0.00%
Grade 5	£ 16.59	45	£ 16.39	10	-1.22%
Grade 6	£ 18.04	77	£ 17.60	47	-2.50%
Grade 7	£ 20.99	54	£ 21.51	40	2.42%
Grade 8	£ 23.12	105	£ 23.12	68	0.00%
Grade 9	£ 25.82	90	£ 26.12	64	1.15%
Grade 10	£ 28.45	85	£ 28.56	56	0.39%
Grade 11	£ 30.96	42	£ 30.99	31	0.10%
Grade 12	£ 37.13	24	£ 37.38	31	0.67%
Grade 13	£ 42.26	14	£ 42.26	13	0.00%
Grade 14	£ 44.89	7	£ 47.63	9	5.75%
Grade 15	£ 58.51	5	£ 61.82	9	5.35%
Spot	£ 67.41	11	£ 69.66	8	3.23%

£10,000 Salary bands Summary

Below is the distribution of salaries across female and male staff in £10k increments up to £100k with those earning more than £100k in one group.

Table 13: Distribution by gender in £10k increments, March 2020

No of staff by salary				
Pay Band	Female	Male	Total	% women
<£20,000	0	0	0	N/A
£20,000 to £29,999	32	21	53	60%
£30,000 to £39,999	139	82	221	63%
£40,000 to £49,999	219	147	366	60%
£50,000 to £59,999	192	133	325	59%
£60,000 to £69,999	21	11	32	66%
£70,000 to £79,999	37	29	66	56%
£80,000 to £89,999	17	14	31	55%
£90,000 to £99,999	5	8	13	38%
>£100,000	16	19	35	46%
Total	678	464	1142	59%

Table 14: Distribution by gender in £10k increments, March 2019

No of staff by salary				
Pay Band	Female	Male	Total	% women
<£20,000	0	0	0	0%
£20,000 to £29,999	27	32	59	46%
£30,000 to £39,999	153	89	242	63%
£40,000 to £49,999	196	129	325	60%
£50,000 to £59,999	144	105	249	58%
£60,000 to £69,999	22	19	41	54%
£70,000 to £79,999	26	28	54	48%
£80,000 to £89,999	14	11	25	56%
£90,000 to £99,999	1	5	6	17%
>£100,000	12	17	29	41%
Total	595	435	1030	58%

SALARY BREAKDOWNS

The table below shows the data broken down into equally sized salary groupings, not related to the GLA's pay and grading structure. Whilst not necessary for gender pay gap reporting it provides an illustration of the gender distribution of the staffing population across the salary groupings.

Table 15: Salary distribution by gender, March 2020

	Group 1	Group 2	Group 3	Group 4	Totals
	£20,741 - £64,006	£64,006 - £107,271	£107,271 - £150,535	£150,535 - £193,800	
Male	394	51	17	2	464
Female	602	61	14	1	678
Totals	996	112	31	3	1142
% Female	60%	54%	45%	33%	59%

Table 16: Salary distribution by gender, March 2019

	Group 1	Group 2	Group 3	Group 4	Totals
	£20,354 - £62,765	£62,765 - £105,177	£105,177 - £147,588	£147,588 - £190,000	
Male	360	57	16	2	435
Female	519	62	11	3	595
Totals	79	119	27	5	1030
% Female	59%	52%	41%	60%	58%

Bonus payments

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172) bonus pay is broadly defined as any remuneration that is in the form of money, vouchers, securities, securities options, or interests in securities; and relates to profit sharing, productivity, performance, incentive or commission. The GLA mirrors the provisions of the gender pay gap reporting regime for its ethnicity pay gap reporting and interprets its recognition payments as an additional payment awarded for productivity/performance and is therefore reported as a bonus payment.

20 staff in the GLA received additional, one-off recognition payments on top of their basic salary. Equal numbers of men and women received payments and the bonus gender pay gap has decreased since last year. Recognition payments were traditionally calculated based on a formula using the hourly rate of pay and time taken to do the work. However, in January 2019 the Chief Officer implemented a [new methodology](#) to calculate a recognition payment with the nature of the work being recognised matched to specific criteria to determine the value of the payment.

Table 17: Mean bonus pay gap, March 2020

Mean Hourly Pay					
	Female		Male		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£893.48	10	£1,350.59	10	33.85%

Table 18: Mean bonus pay gap, March 2019

Mean Hourly Pay					
	Female		Male		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£1,384.81	31	£3,048.75	24	54.58%

Table 19: Median Bonus pay gap, March 2020

Median Hourly Pay					
	Female		Male		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£825.00	10	£1,000.00	10	17.50%

Table 20: Median Bonus pay gap, March 2019

Median Hourly Pay					
	Female		Male		Pay Gap
	Annual payment	No	Annual payment	No	
Bonus payments	£893.00	31	£1,870.60	24	52.26%

Action Planning

This report should be read alongside the GLA’s published Gender Pay Gap Action Plan. This is a live action plan and the GLA is making good progress against a number of the initiatives set out in the plan. The GLA will continue to monitor its progress against the action plan and provide an annual update on progress as an annexe to its gender pay gap report.

The GLA, along with other GLA Group organisations, has developed a framework to support the Mayor in delivering his vision for a fair and equal city. This framework – known as the Diversity and Inclusion Action Standard – focuses on action GLA organisations can take in order to achieve a truly diverse workforce reflective of London, and develop inclusive cultures in which all groups can flourish. The Diversity and Inclusion Action Plan sets out the ambition to *work towards eliminating pay gaps between different groups*. The GLA’s gender pay gap and related action plan support delivery against this commitment.

This information will be updated annually in line with the regulations. To find out more about the GLA workforce composition please see the information on the [GLA workforce profile](#).