

## Old Oak and Park Royal Development Corporation Pay Gap Report: 31 March 2023

### Executive Summary

At OPDC we are committed to creating a diverse and inclusive workforce that reflects the diversity profile of London. We are committed to creating a workplace where everyone can feel comfortable with being their true authentic selves. Publishing our Pay Gap report supports this aim. This report informs the current position as at 31 March 2023 of our Gender, Ethnicity and Disability pay gap reporting.

We are a small organisation (headcount less than 250), and there is no legal requirement for the OPDC to report on gender, ethnicity, disability and pay. However, we welcome the Mayor's commitment that all functional bodies regardless of size will report on gender, ethnicity, disability and pay. It is important to note that due to the size of the organisation, very small changes in staffing numbers can have a significant impact upon the percentages and overall findings of the audit.

This report covers overall mean and median gender, ethnicity and disability pay gaps.

Salaries at the OPDC are determined through a job evaluation scheme (Hay) that evaluates the job and not the post holder, and the organisation pays the same salary to jobs that are of an equal weight. The scheme does not make reference to gender or any other personal characteristics of existing or potential job holders.

### 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 2023. The data does not include OPDC Board Member and Committee Member appointments.

## Gender Pay Gap Audit

The Old Oak and Park Royal Development Corporation (OPDC) is committed to building a workforce that is truly reflective of London's diverse population. We are serious about celebrating diversity and challenging all forms of inequality, and the publishing of the Gender Pay Gap report supports this ambition. We are unwavering in our commitment to fostering an inclusive workplace where all employees regardless of gender have a level playing field to thrive and progress.

The purpose of the gender pay gap audit is to explore the extent of disparities of gender and pay, and to look at ways to mitigate these.

The data contained in this report represents the gender pay gap data for the OPDC as at 31 March 2023. During this reporting period there were 51 employees on a permanent or fixed term contract in the OPDC all of whom are counted for gender pay gap reporting purposes. Of the 51 members of staff included in the data below, 34 (67%) are women and 17 (33%) are men.

### Overall Gender Pay Gap Summary

At 31 March 2023, the OPDC had a mean pay gap of **4.53%** (2022: 3.7%) and a median pay gap of **-3%** (2022: -11.1%). This is a very small increase of 0.83% of the mean pay gap, an increase of -8.1% of the median pay gap. The OPDC figures continue to compare favourably to the National figures\*. We will continue to do all that we can to ensure that we address any gender pay gap in our business through targeted initiatives and our recruitment processes.

**Table 1: Overall Gender Pay Gap (for all staff), March 2023**

Overall Median Pay Gap		Overall Mean Pay Gap		
	Median Hourly Pay (all staff)		Mean Hourly Pay (all staff)	Staff numbers
Female	£30.25	Female	£34.44	34
Male	£29.37	Male	£32.88	17
Pay Gap	-3.00%	Pay Gap	-4.53%	51

\*The national median gender pay gap for all workers in 2023 was 14.3% and the mean gender pay gap was 13.2%<sup>[3]</sup>. The median gender pay gap for workers in London in 2023 was 13.6% and the mean gender pay gap was 17.2%.

**Table 2: Overall Gender Pay Gap (for all staff), March 2022**

	Overall Median Pay Gap		Overall Mean Pay Gap	
	Median Hourly Pay (all staff)		Mean Hourly Pay (all staff)	Staff numbers
<b>Female</b>	£29.02	<b>Female</b>	£32.14	25
<b>Male</b>	£26.12	<b>Male</b>	£33.38	13
<b>Pay Gap</b>	-11.1%	<b>Pay Gap</b>	3.7%	38

### Quartile Summary

The quartile data has been calculated in accordance with the methodology as set out in the regulations 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 is a pay advantage for men across the lower middle quartile, upper middle quartile and upper quartile mean and the lower quartile, lower middle quartile, upper middle quartile, and upper quartile median figures. The biggest pay gap is at the upper middle quartile, and upper quartile figures. The pay advantage for women is at the lower quartile for mean hourly pay. The figures suggest that men are earning more across the quartiles with the exception of the lower quartile (mean hourly pay). The organisation is growing, and figures have changed from the previous reporting. As the organisation continues to grow we will have to keep a close eye on this to ensure that the pay gap does not further widen significantly. However, the figures show that there are still more women represented across the organisation.

<sup>[3]</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

**Table 3: Quartile Mean Hourly Pay, March 2023**

Mean Hourly Pay					
	Female		Male		Pay Gap
	Hourly rate	No	Hourly rate	No	
lower quartile	£21.1	9	£19.01	4	-11.01%
lower middle quartile	£26.99	7	£27.97	6	3.38%
upper middle quartile	£34.24	10	£35.89	3	4.6%
upper quartile	£49.56	8	£58.48	4	14.24%

**Table 4: Quartile Mean Hourly Pay, March 2022**

Mean Hourly Pay					
	Female		Male		Pay Gap
	Hourly rate	No	Hourly rate	No	
lower quartile	£20.46	6	£19.46	4	-5.1%
lower middle quartile	£25.55	6	£25.23	3	-1.3%
upper middle quartile	£34.82	7	£30.60	3	-13.8%
upper quartile	£47.30	6	£62.86	3	24.8%

**Table 5: Quartile Median Hourly Pay, March 2023**

<b>Median Hourly Pay</b>					
	<b>Female</b>		<b>Male</b>		<b>Pay Gap</b>
	<b>Hourly rate</b>	<b>No</b>	<b>Hourly rate</b>	<b>No</b>	
<b>lower quartile</b>	£21.98	9	£18.53	4	18.62%
<b>lower middle quartile</b>	£26.34	7	£28.64	6	7.72%
<b>upper middle quartile</b>	£31.79	10	£37.57	3	15.38%
<b>upper quartile</b>	£45.80	8	£50.61	4	9.5%

**Table 6: Quartile Median Hourly Pay, March 2022**

<b>Median Hourly Pay</b>					
	<b>Female</b>		<b>Male</b>		<b>Pay Gap</b>
	<b>Hourly rate</b>	<b>No</b>	<b>Hourly rate</b>	<b>No</b>	
<b>lower quartile</b>	£19.82	6	£21.70	4	8.7%
<b>lower middle quartile</b>	£25.54	6	£25.40	3	-0.6%
<b>upper middle quartile</b>	£36.41	7	£30.80	3	-18.2%
<b>upper quartile</b>	£44.00	6	£58.95	3	25.4%

## Grade Summary

The OPDC has chosen not to analyse and include pay in relation to its grading structure for the 2023 audit. This is because it is not possible to draw any meaningful conclusions from the statistical analysis of such small data sets.

## £10,000 Salary Bands Summary

In addition, the OPDC is also publishing the distribution of salaries across female and male staff in £10k increments up to £100k with those earning more than £100k in one group. This broadly mirrors information published in the Mayor's Annual Report.

These tables contain information as at 31 March 2023 and **do not** include any of the OPDC Board and Committee Member appointments.

**Table 7: Distribution by gender in £10k increments, March 2023**

No. of staff by salary			
Pay Band	Female	Male	Total
<£20,000	0	0	0
£20,000 to £29,999	0	0	0
£30,000 to £39,999	4	4	8
£40,000 to £49,999	7	1	8
£50,000 to £59,999	9	5	14
£60,000 to £69,999	2	1	3
£70,000 to £79,999	7	4	11
£80,000 to £89,999	1	0	1
£90,000 to £99,999	1	0	1
£100,000 and over	3	2	5
<b>Total</b>	<b>34</b>	<b>17</b>	<b>51</b>

**Table 8: Distribution by gender in £10k increments, March 2022**

<b>No of staff by salary</b>			
<b>Pay Band</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<£20,000	0	0	0
£20,000 to £29,999	0	1	1
£30,000 to £39,999	4	1	5
£40,000 to £49,999	7	4	11
£50,000 to £59,999	4	4	8
£60,000 to £69,999	0	0	0
£70,000 to £79,999	7	1	8
£80,000 to £89,999	0	0	0
£90,000 to £99,999	1	0	1
£100,000 and over	2	2	4
<b>Total</b>	<b>25</b>	<b>13</b>	<b>38</b>

## Ethnicity Pay Gap Audit

The Old Oak and Park Royal Development Corporation (OPDC) is committed to being an anti-racist organisation and we will take the necessary steps to tackle any form of structural and persistent inequality. We aim to create an inclusive workplace where every individual regardless of their ethnic background has the opportunity to succeed and contribute to our collective success. We are serious about addressing all forms of inequality, and the publishing of the report supports this commitment. We are clear that to address areas of inequality, we will need to closely monitor and review our action plans. We will continue to focus on Race Equity, and to address disproportionate and racial disparities. Together we can build a workplace that reflects the richness of diverse perspectives.

The Mayor has led by example in publishing this data and is committed, not only to recognise pay inequality and seek to address it at the GLA and its functional bodies, but to encourage businesses in the capital to follow this lead.

The Equality and Human Rights Commission express the ethnicity pay gap as follows: *“the pay gap is defined as the difference between the average hourly pay of ethnic minorities and White British people. When ethnic minorities are paid less, overall, than White British people they experience a pay gap. When they are paid more they experience a pay advantage. The pay gap is often expressed as a percentage difference between the pay of people from ethnic minorities and the pay of White British people, with the latter representing 100%.”*

## Headline Ethnicity Pay Gap Summary

The headline ethnicity pay gap data for OPDC in table 1 is broken down into ethnicity groups;

- Black, Asian, Minority Ethnic (Black, Asian, Dual, Other)
- White

We are reliant on accurate reporting to be able to provide a credible narrative and make the correct assumptions. As at 31 March 2023, the total number of permanent members of staff including staff on a Fixed Term Contracts are 51. 31% are from a Black, Asian, Ethnic Minority background, and 61 % from a White Background. We have 8% of our staff that have not declared their ethnicity.

Overall, the calculations show there is a mean pay gap of **3.86%** (2022: -0.99%) and a median pay gap of **10.15%** (2022: 11.47%). This shows a small increase from the March 2022 figures. It is worth noting that small changes can have a significant impact on figures and percentages and this may limit the statistical significance of the findings.



However, the figures demonstrate that improvement that has been made since our first ethnicity pay gap report on 31 March 2017 where the mean pay gap figure was 31.51% and the median figure was 37.52%. However, we recognise that we will need to need to maintain our focus and efforts on closing the pay gap.

**Table 1: Headline Ethnicity Pay Gap – White/Black, Asian, and Minority Ethnic, March 2023**

<b>Headline Ethnicity Pay Gap - White/Black, Asian, and Minority Ethnic</b>					
<b>Ethnicity</b>	<b>No of staff</b>	<b>Mean</b>	<b>Median</b>	<b>Mean Pay Gap</b>	<b>Median Pay Gap</b>
Black, Asian, and Ethnic Minority (Black, Asian, Dual, Other)	16	£31.87	£29.37	10.15%	3.86%
White	31	£35.47	£30.55		

**Table 2: Headline Ethnicity Pay Gap – White/Black, Asian, and Minority Ethnic, March 2022**

<b>Headline Ethnicity Pay Gap - White/Black, Asian, and Ethnic Minority</b>					
<b>Ethnicity</b>	<b>No of staff</b>	<b>Mean</b>	<b>Median</b>	<b>Mean Pay Gap</b>	<b>Median Pay Gap</b>
Black, Asian, and Ethnic Minority (Black, Asian, Dual, Other)	11	£32.79	£25.69	-0.99%	11.47%
White	27	£32.47	£29.02		

## Quartile Summary

The next section looks at the ethnicity pay gap by quartile. This quartile data has been calculated 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. This mirrors the approach taken for gender pay gap reporting. The analysis by quartile shows that there is a pay advantage for staff from a White background across the mean and median upper quartiles. Black, Asian and Minority Ethnic staff have a pay advantage at the lower middle quartile, upper middle quartile mean hourly pay, and the lower quartile, lower middle quartile and upper middle quartile median hourly pay. We will need to focus our efforts to close the gap at the upper quartile level, and we will aim to do this through our recruitment processes, and to ensure that the SMT are actively involved for addressing ethnicity pay gaps.

**Table 3: Quartile Mean Hourly Pay, March 2023**

Mean Hourly Pay				
	White	Black, Asian, and Minority Ethnic	Pay Gap	% Black, Asian, and Minority Ethnic
	Hourly rate	Hourly rate		
lower quartile	£22.12	£21.34	3.54%	41.7%
lower middle quartile	£27.51	£28.11	-0.88%	41.7%
upper middle quartile	£34.66	£30.55	-1.38%	16.7%
upper quartile	£56.90	£47.86	15.89%	36.4%

**Table 4: Quartile Mean Hourly Pay, March 2022**

<b>Mean Hourly Pay</b>				
	<b>White</b>	<b>Black, Asian, and Minority Ethnic</b>	<b>Pay Gap</b>	<b>% Black, Asian, and Minority Ethnic</b>
	<b>Hourly rate</b>	<b>Hourly rate</b>		
lower quartile	£19.75	£20.79	-5.3%	30%
lower middle quartile	£25.41	£25.50	-0.4%	33%
upper middle quartile	£32.46	£37.91	-16.8%	20%
upper quartile	£54.39	£48.67	10.5%	33%

**Table 5: Quartile Median Hourly Pay, March 2023**

<b>Median Hourly Pay</b>				
	<b>White</b>	<b>Black, Asian and Minority Ethnic</b>	<b>Pay Gap</b>	<b>% Black, Asian and Minority Ethnic</b>
	<b>Hourly rate</b>	<b>Hourly rate</b>		
lower quartile	£21.98	£21.98	0.0%	41.7%
lower middle quartile	£29.37	£27.17	-5.2%	41.7%
upper middle quartile	£31.79	£30.55	-2.7%	16.7%
upper quartile	£59.93	£45.42	24.2%	36.4%

**Table 6: Quartile Median Hourly Pay, March 2022**

Median Hourly Pay				
	White	Black, Asian, and Minority Ethnic	Pay Gap	% Black, Asian, and Minority Ethnic
	Hourly rate	Hourly rate		
lower quartile	£19.82	£19.82	0.0%	30%
lower middle quartile	£24.93	£25.40	-1.9%	33%
upper middle quartile	£30.80	£37.91	-23.1%	20%
upper quartile	£49.18	£48.59	1.2%	33%

### Grade Summary

The OPDC has chosen not to analyse and include pay in relation to its grading structure for the 2023 audit. This is because it is not possible to draw any meaningful conclusions from the statistical analysis of such small data sets.

### £10,000 Salary bands Summary

In addition, the OPDC is also publishing the distribution of salaries across female and male staff in £10k increments up to £100k with those earning more than £100k in one group. This broadly mirrors information published in the Mayor's Annual Report.

These tables contain information as at 31 March 2023 and **do not** include any of the OPDC Board and Committee Member appointments.

**Table 7: Distribution by ethnicity in £10k increments, March 2023**

<b>No of staff by salary</b>				
<b>Pay Band</b>	<b>Black, Asian, and Minority Ethnic</b>	<b>White</b>	<b>Not Known</b>	<b>Total</b>
£30,000 to £39,999	2	3	3	8
£40,000 to £49,999	3	5	0	8
£50,000 to £59,999	6	8	0	14
£60,000 to £69,999	0	3	0	3
£70,000 to £79,000	3	7	1	11
£80,000 to £89,999	0	1	0	1
£90,000 to £99,999	1	0	0	1
£100,00 and over	1	4	0	5
<b>Total</b>	<b>16</b>	<b>31</b>	<b>4</b>	<b>51</b>

**Table 8: Distribution by ethnicity in £10k increments, March 2022**

<b>No of staff by salary</b>				
<b>Pay Band</b>	<b>Black, Asian, and Minority Ethnic</b>	<b>White</b>	<b>Not Known</b>	<b>Total</b>
<£20,000	0	0	0	0
£20,000 to £29,999	0	1	0	1
£30,000 to £39,999	2	3	0	5
£40,000 to £49,999	4	7	0	11
£50,000 to £59,999	0	8	0	8
£60,000 to £69,999	0	0	0	0
£70,000 to £79,999	3	5	0	8
£80,000 to £89,999	0	0	0	0
£90,000 to £99,999	1	0	0	1
£100,000 and over	1	3	0	4
<b>Total</b>	<b>11</b>	<b>27</b>	<b>0</b>	<b>38</b>

## Disability Pay Gap Audit

The Mayor's manifesto contained a commitment to publish a disability pay audit for the GLA Group with a mandate to narrow any pay gaps. This analysis has been conducted based on salaries as at 31 March 2023. We are steadfast in our commitment to fostering a workplace that celebrates diversity and champions inclusivity. Recognising the importance of equitable opportunities for all, we are dedicated to addressing any disability pay gap within our organisation. At that point OPDC employed 51 members of staff including staff on Fixed Term contracts. We have 10% of staff that have not indicated whether they identify as disabled or not disabled.

The disability pay gap describes the difference between the average hourly pay for non-disabled staff and the average hourly pay for disabled staff expressed as a percentage of non-disabled staff earnings. Gender, ethnicity and disability pay gap analyses tend to highlight the gender, ethnic and disability diversity at senior levels. Of the 51 members of staff 6% declared themselves as being disabled.

The median disability pay gap is **-68.77%** (2022: -70.73%) and the mean disability pay gap is **-54.23%** (2022: -37.27%). Due to small numbers of staff, and in the interests of maintaining anonymity we have been unable to do any further analysis.

Although, all employees have reported on disability, we suspect that there are some members of staff who may be reluctant to disclose a disability. Equally education is key in this area for staff to have a better understanding about why it is important for us to have an accurate picture of this information.

Overall, our figures show that we do not have a disability pay gap and we will work to continue to maintain that position.

### Overall Disability Pay Gap Headline Figures, March 2023

Overall Median Pay Gap		Overall Mean Pay Gap		
	Median Hourly Pay (all staff)		Mean Hourly Pay (all staff)	%
Disabled	£49.56	Disabled	£50.26	6%
Not Disabled	£29.37	Not Disabled	£32.58	84%
Pay Gap	-68.77%	Pay Gap	-54.23%	

## Overall Disability Pay Gap Headline Figures, March 2022

	Overall Median Pay Gap		Overall Mean Pay Gap	
	Median Hourly Pay (all staff)		Mean Hourly Pay (all staff)	%
<b>Disabled</b>	£48.59	<b>Disabled</b>	£43.42	8%
<b>Not Disabled</b>	£28.46	<b>Not Disabled</b>	£31.63	92%
<b>Pay Gap</b>	-70.73%	<b>Pay Gap</b>	-37.27%	

### OPDC Pay Gap – Action Plan

Our action plan has been developed to signal both internally and externally that we are committed to taking serious steps to address pay gaps at OPDC.

The OPDC are aligned to the GLA's terms and conditions of employment and where appropriate the OPDC will adopt the GLA's action plan to address gender, ethnicity, and disability pay gaps.

We have developed and launched our [Equity, Diversity & Inclusion Strategy](#). This was approved by the OPDC Board in May 2022. For OPDC, EDI is an integral part of how we work. We made a commitment to measure our progress against our EDI Strategy, and the OPDC Board endorsed our [Annual EDI Report](#) in September 2023. We will continue to build and embed diverse and inclusive experiences, opinions and voices into everything we do through our Board, our staff and our communities. OPDC are cognisant that organisations known for their commitment to diversity, equity and inclusion often have a positive reputation within the industry, and diverse candidates are more likely to be attracted to employers with a track record of creating inclusive cultures and supporting diversity initiatives. Only by doing this, will we deliver the world class regeneration we aspire to, and our workforce will represent the communities that we serve. The strategy will also support us with addressing and closing pay gaps.



In addition, to address the Gender, Ethnicity, and Disability Pay Gaps, the OPDC will take the following course of action outlined below:

<b>Recruitment</b>			
<b>Action</b>	<b>The Protected Characteristic(s) that the actions relate to</b>	<b>Owner</b>	<b>Timeline</b>
<p><b>Name Blind application</b></p> <p>As part of the HR Shared Services with Transport for London (TfL), they manage our recruitment process for all roles up to and including Grade 12. The process includes a name blind recruitment process for all internal and external recruitment campaigns.</p> <p>OPDC will continue to do recruitment for senior roles, as well as Board and Committees. Where possible we will also undertake name blind recruitment process for senior roles.</p> <p>The name blind application process is a positive effort to reduce any potential impact of unconscious bias at the shortlisting stage.</p>	Gender, Ethnicity and Disability	TfL HR/OPDC HR	Ongoing
<p><b>Unconscious Bias Script</b></p> <p>Continue to include an unconscious bias script/reminder in the interview pack for recruiting managers, to ensure unconscious bias (and how to minimise it) is front of mind.</p>	Gender, Ethnicity and Disability	TfL HR, OPDC HR/EDI Action Group/Staff Networks	Ongoing
<p><b>Diverse interview panels</b></p> <p>We will continue to ensure that that all interview panels are gender and ethnically diverse, trained in best practice recruitment, including countering discrimination and unconscious bias.</p>	Gender, and Ethnicity	SMT/Line Managers/Non Managers	Ongoing

<p>We have opened up recruitment training to non-managers and more junior members of staff to widen the pool of diverse interview panel members.</p>			
<p><b>Specialist recruitment agencies</b></p> <p>We will engage with specialist Black, Asian and Minority Ethnic recruitment agencies where appropriate to achieve diverse shortlists of high calibre candidates from.</p> <p>We will also continue to use specialist inclusive recruitment advertising agencies to place our adverts.</p>	<p>Gender, Ethnicity and Disability</p>	<p>OPDC HR</p>	<p>Ongoing</p>
<p><b>Guaranteed interview scheme</b></p> <p>We are committed to the employment and career development of disabled people. As part of this commitment, we operate a guaranteed interview scheme for disabled applicants who meet the minimum criteria for the role they have applied for.</p>	<p>Disability</p>	<p>TfL HR/OPDC</p>	<p>Ongoing</p>
<p><b>Building an inclusive workplace</b></p>			
<p><b>Action</b></p>	<p><b>The Protected Characteristic(s) that the actions relate to</b></p>	<p><b>Owner</b></p>	<p><b>Timeline</b></p>
<p><b>Lived Experience Sessions</b></p> <p>At the OPDC we are creating an inclusive culture where all staff feel comfortable, and able to talk about diversity and inclusion in a safe space.</p> <p>These sessions will continue with external speakers that will come in and talk to our staff about their experiences. This helps to raise</p>	<p>Gender, Ethnicity and Disability</p>	<p>SMT/OPDC HR/EDI Action Group</p>	<p>Ongoing</p>

<p>awareness among decision makers about the real impact of pay gaps on employee's lives.</p>			
<p><b>Future of London Leaders – Emerging Talent Programme</b></p> <p>OPDC are members of Future of London Leaders. Future of London Leaders are doing excellent work on race and diversity which includes their Emerging Talent programme, mentoring opportunities, and other diversity and inclusion specific training and development.</p> <p>We hosted an Emerging Talent placement in the Spring of 2023, and we were able to offer a permanent contract of employment at the end of the placement. We will be hosting another placement in the Spring of 2024. This action will support with improving ethnic diversity in the built environment sector.</p>	<p>Ethnicity</p>	<p>OPDC HR</p>	<p>April 2024</p>
<p><b>Talent Management GLA Group Mentoring Platform</b></p> <p>OPDC are a member of the HR Collaboration Professional Community (CPC). The CPC are building a mentoring community across the GLA Group which is intended to support all employees in particular underrepresented groups. CPC is also developing a secondment portal where all GLA Group can post opportunities to a wider pool of talent.</p>	<p>Gender, Ethnicity, and Disability</p>	<p>GLA Group Wide</p>	<p>January 2024 and ongoing</p>
<p><b>Education and Awareness</b></p> <p>We are dedicated to fostering a culture of awareness and understanding around disability inclusion. We will educate and bring awareness to combat bias and promote a supportive environment.</p> <p>We will be reviewing our learning and development offer for staff to ensure that it is fit for purpose and achieves our objectives. We will</p>	<p>Gender, Ethnicity and Disability</p>	<p>GLA &amp; OPDC</p>	<p>January 2024 and ongoing</p>

<p>achieve this by collaborating with the GLA. When employees feel that they have been heard and valued they are more likely to actively participate in efforts to address pay gaps and promote fairness in the workplace.</p>			
<p><b>Inclusive Employers</b></p> <p>OPDC are members of Inclusive Employers. Inclusive Employers will be delivering a number of training sessions for staff which include:</p> <ul style="list-style-type: none"> <li>• Taking care of your mental health - How to encourage conversations about mental health</li> <li>• Antiracism Action to Liberation</li> <li>• The reality of socioeconomic exclusion</li> <li>• Banter and bullying</li> </ul> <p>The learning provided serve as a valuable tool for raising awareness, sharing best practice, fostering collaboration and promoting equity in the workplace.</p>	<p>Gender, Ethnicity and Disability</p>	<p>OPDC HR</p>	<p>January 2024 to April 2024</p>
<p><b>Data Transparency</b></p>			
<p><b>Action</b></p>	<p><b>The Protected Characteristic(s) that the actions relate to</b></p>	<p><b>Owner</b></p>	<p><b>Timeline</b></p>
<p><b>The Publishing of Pay Gap Data</b></p> <p>OPDC will continue to analyse and publish transparent, clear and detailed workforce information including information on the gender pay gap, ethnicity pay gap and disability pay gap. The purpose of analysing workforce data is to drive meaningful change and create a more diverse, equitable and inclusive workplace.</p>	<p>Gender, Ethnicity and Disability</p>	<p>OPDC HR</p>	<p>TBC</p>

<p>We will use the data to identify disparities and areas for improvement in representation across the employee demographics, i.e. gender, ethnicity and disability. Action plans will be developed to address the identified issues, to improve diversity, equity, inclusion and close any pay gaps.</p>			
<p><b>Improving Declaration Rates</b></p> <p>We will continue to support a culture of disclosure where staff will feel comfortable about disclosing protected characteristics. This will support us with being able to collect the necessary data to accurately report on pay gaps. The diversity data is required to track progress towards diversity and inclusion goals and identify disparities or barriers faced by underrepresented groups.</p> <p>We will run annual campaigns, to encourage staff to update their diversity data on our HR systems. We will also encourage new starters to complete their diversity data during the induction process, and we will outline why we need this information, how it will be protected and what it will be used for.</p>	<p>Gender, Ethnicity and Disability</p>	<p>OPDC HR</p>	<p>February 2024 and ongoing</p>