

Old Oak and Park Royal Development Corporation

Gender Pay Gap report: 31 March 2020

Background

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.

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. We will do all that we can to ensure that we address any gender pay gap in our business through targeted initiatives and our recruitment processes. We are pleased to report that we have increased the number of women that hold senior roles within the organisation which is reflected by 75% of women that are members of the Senior Management Team.

We are a small organisation (headcount less than 250), and there is no legal requirement for the OPDC to report on gender and pay. However, we welcome the Mayors' commitment that all functional bodies regardless of size will report on gender 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 pay gaps. As a public sector body, the snapshot date for the data collection was 31 March 2020. The data does not include OPDC Board Member and Committee Member appointments.

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.

The data contained in this report represents the gender pay gap data for the OPDC as at 31 March 2020. During this reporting period there were 42 employees on a permanent or fixed term contract in the OPDC all of whom are counted for gender pay gap reporting purposes. Of the 42 members of staff included in the data below, 30 (71%) are women and 12 (29%) are men.

Overall Gender Pay Gap Summary

At 31 March 2020, the OPDC had a mean pay gap of **6.93%** (2019: 11.66%) and a median pay gap of **5.24%** (2019: 2.72%). This is decrease of 4.73% of the mean pay gap and a slight increase of 2.52% of the median pay gap. However, the female population has grown by 25%. The OPDC figures continue to compare favourably to both the London and National figures*. However, we do acknowledge there is still work to do to address the pay gap.

One of the real challenges that we face is that very small changes can have a significant impact on figures and percentages. As and when vacancies arise, particularly at a senior level, we will explore ways in which we can attract female talent.

Table 1: Overall gender pay gap (for 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 | £27.50 | Female | £28.59 | 30 |
| Male | £29.02 | Male | £30.72 | 12 |
| Pay Gap | 5.24% | Pay Gap | 6.93% | 42 |

Table 2: Overall gender pay gap (for 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 | £27.14 | Female | £27.80 | 24 |
| Male | £27.90 | Male | £31.47 | 15 |
| Pay Gap | 2.72% | Pay Gap | 11.66% | 39 |

**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. 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%.*

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 women at the mean/median upper middle quartile figures. There is a pay gap in the mean/median across all of the other quartile figures. The figures suggest that women are earning more at the upper middle quartile. That being said with the exception of the upper middle quartile there are more women represented across the organisation. Where we have identified pay gaps this is due to male members of staff having longer length of service, as well as more males than females receiving honorarium payments for working at a higher level.

Table 3: Quartile Mean Hourly Pay, March 2020

| Mean Hourly Pay | | | | | |
|------------------------------|-------------|----|-------------|----|---------|
| | Female | | Male | | Pay Gap |
| | Hourly rate | No | Hourly rate | No | |
| lower quartile | £17.58 | 8 | £19.80 | 3 | 11.21% |
| lower middle quartile | £24.81 | 9 | £25.40 | 1 | 2.32% |
| upper middle quartile | £30.04 | 5 | £29.87 | 6 | -0.57% |
| upper quartile | £42.95 | 8 | £52.31 | 2 | 17.89% |

Table 4: Quartile Mean Hourly Pay, March 2019

| Mean Hourly Pay | | | | | |
|------------------------------|-------------|----|-------------|----|---------|
| | Female | | Male | | Pay Gap |
| | Hourly rate | No | Hourly rate | No | |
| lower quartile | £18.67 | 7 | £18.13 | 3 | -2.98% |
| lower middle quartile | £24.59 | 6 | £25.95 | 4 | 5.24% |
| upper middle quartile | £31.30 | 6 | £30.80 | 4 | -1.62% |
| upper quartile | £40.26 | 5 | £47.69 | 4 | 15.58% |

Table 5: Quartile Median Hourly Pay, March 2020

| Median Hourly Pay | | | | | |
|-----------------------|-------------|----|-------------|----|---------|
| | Female | | Male | | Pay Gap |
| | Hourly rate | No | Hourly rate | No | |
| lower quartile | £17.60 | 8 | £19.43 | 3 | 9.42% |
| lower middle quartile | £24.10 | 9 | £25.40 | 1 | 5.12% |
| upper middle quartile | £30.00 | 5 | £29.21 | 6 | -2.70% |
| upper quartile | £40.26 | 8 | £52.31 | 2 | 23.04% |

Table 6: Quartile Median Hourly Pay, March 2019

| Median Hourly Pay | | | | | |
|-----------------------|-------------|----|-------------|----|---------|
| | Female | | Male | | Pay Gap |
| | Hourly rate | No | Hourly rate | No | |
| lower quartile | £19.01 | 7 | £18.49 | 3 | -2.81% |
| lower middle quartile | £24.04 | 6 | £26.09 | 4 | 7.86% |
| upper middle quartile | £29.22 | 6 | £29.23 | 4 | 0.03% |
| upper quartile | £38.64 | 5 | £46.36 | 4 | 16.65% |

Grade Summary

The OPDC has chosen not to analyse and include pay in relation to its grading structure for the 2020 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 2020 and **do not** include any of the OPDC Board and Committee Member appointments.

Table 7: Distribution by gender in £10k increments, March 2020

| No of staff by salary | | | |
|------------------------------|---------------|-------------|--------------|
| Pay Band | Female | Male | Total |
| <£20,000 | 0 | 0 | 0 |
| £20,000 to £29,999 | 1 | 0 | 1 |
| £30,000 to £39,999 | 6 | 3 | 9 |
| £40,000 to £49,999 | 9 | 2 | 11 |
| £50,000 to £59,999 | 6 | 5 | 11 |
| £60,000 to £69,999 | 0 | 0 | 0 |
| £70,000 to £79,999 | 5 | 0 | 5 |
| £80,000 to £89,999 | 2 | 1 | 3 |
| £90,000 to £99,999 | 1 | 1 | 2 |
| >£100,000 | 0 | 0 | 0 |
| Total | 30 | 12 | 42 |

Table 8: Distribution by gender in £10k increments, March 2019

| No of staff by salary | | | |
|------------------------------|---------------|-------------|--------------|
| Pay Band | Female | Male | Total |
| <£20,000 | 0 | 0 | 0 |
| £20,000 to £29,999 | 1 | 0 | 1 |
| £30,000 to £39,999 | 5 | 3 | 8 |
| £40,000 to £49,999 | 6 | 2 | 8 |
| £50,000 to £59,999 | 5 | 5 | 10 |
| £60,000 to £69,999 | 1 | 0 | 1 |
| £70,000 to £79,999 | 5 | 2 | 7 |
| £80,000 to £89,999 | 0 | 2 | 2 |
| £90,000 to £99,999 | 1 | 0 | 1 |
| >£100,000 | 0 | 1 | 1 |
| Total | 24 | 15 | 39 |

Salary Breakdowns

The data is broken down into equally sized salary groupings. 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 9: Salary distribution by gender, March 2020

| | Group 1 | Group 2 | Group 3 | Group 4 | Totals |
|---------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------|
| | <i>£20,354 - £44,497</i> | <i>£44,497 - £68,641</i> | <i>£68,641 - £92,784</i> | <i>£92,784 - £116,927</i> | |
| Male | 3 | 7 | 1 | 1 | 12 |
| Female | 12 | 10 | 7 | 1 | 30 |
| Totals | 15 | 17 | 8 | 2 | 42 |

Table 10: Salary distribution by gender, March 2019

| | Group 1 | Group 2 | Group 3 | Group 4 | Totals |
|---------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------|
| | <i>£20,354 - £44,497</i> | <i>£44,497 - £68,641</i> | <i>£68,641 - £92,784</i> | <i>£92,784 - £116,927</i> | |
| Male | 3 | 7 | 4 | 1 | 15 |
| Female | 9 | 9 | 6 | 0 | 24 |
| Totals | 12 | 16 | 10 | 1 | 39 |

OPDC Gender Pay Gap – Action Plan

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

The Diversity and Inclusion Action Standard is a tool developed by the GLA Group which is a new approach to addressing organisational diversity and inclusion. The OPDC are committed to meeting the exemplary level against the standard by 2022.

In addition, to address the Gender Pay Gap the OPDC will take the following course of action outlined below:

| Data Transparency | |
|--|---------------------------------|
| Action | Owner |
| OPDC will continue to analyse and publish transparent, clear and detailed workforce information including information on the gender pay gap and the ethnicity pay gap. | HR &OD |
| Inclusive Leadership | |
| Action | Owner |
| Unconscious Bias Training OPDC aims to build an inclusive culture with a workforce that reflects London's diversity. Unconscious bias training will form a part of mandatory training for all staff. | SMT/HR & OD |
| Diversity and Inclusion Management Board To support the work of our staff internal networks and their programmes and initiatives. | SMT/HR & OD/Staff Network Leads |

| | |
|--|---------------------|
| <p>Mentoring scheme</p> <p>OPDC staff will have access to the GLA mentoring scheme. We will also engage with the wider GLA Group to establish whether there are opportunities for collaboration/joint mentoring/shared learning.</p> | <p>HR & OD</p> |
| <p>Recruitment</p> | |
| <p>Action</p> | <p>Owner</p> |
| <p>Name Blind applications</p> <p>OPDC will continue to use the name blind recruitment process for all internal and external recruitment campaigns. The name blind application process is a positive effort to reduce any potential impact of unconscious bias at the shortlisting stage.</p> | <p>HR & OD</p> |
| <p>Diverse interview panels</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> | <p>HR & OD</p> |
| <p>Recruitment to senior roles</p> <p>As and when vacancies arise at a senior level, our recruitment strategy will aim to achieve diverse shortlists of high calibre female candidates.</p> | <p>HR & OD</p> |
| <p>Unconscious Bias Script</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> | <p>HR & OD</p> |

| | |
|---|--------|
| Flexible Working Arrangements Continue to use flexible working and part-time working as a tool to attract candidates. | HR &OD |
|---|--------|