

The Gender Pay

2018



Report

The gender pay gap is concerned with differences in the average earnings of men and women over a standard time period, regardless of their role or seniority. It is a measure which captures not only equal pay issues within an organisation but also any pay inequalities resulting from differences in the types of jobs performed by men and women. Labour is committed to transparency on the issue as part of our commitment to equality.

GENDER PAY MEAN

-3.02%

GENDER PAY MEDIAN

2.69%

BONUS MEAN

0.17%

ORGANISATION POPULATION

498

This data was collected in April 2018, when our workforce consisted of 237 women and 261 men. The figures show that:

- The Labour Party has a mean gender pay gap of -3.02 per cent. This is 20.92 per cent lower than the national average, and demonstrates that on average women are paid more highly than men. This demonstrates improvement internally of 5.47 per cent from 2017.
- The median gender pay gap is 2.69 per cent. This demonstrates improvement internally of 1.31 per cent.

The Labour Party is also publishing figures on the number of male and female staff by pay quartile. These figures are reflective of the fact that, as of April 2018, more men than women worked for the Party. They show that whilst women make up 47.59 per cent of the Labour Party workforce, they account for 50 per cent of the highest earners (those in quartile four).

The Party does not operate a performance-related bonus system; bonuses are linked to long service and awarded in five year service increments. Also reflected in the data for this reporting year are bonuses awarded to those within the Party who worked for the period of the 2017 snap General Election. The mean difference is 0.17 per cent. The median payment is the same for both populations, and there are a higher percentage of women (56.12 per cent) in receipt of bonuses than men (51.72 per cent).

Steps to improve our gender pay gap...

Female Development Programme

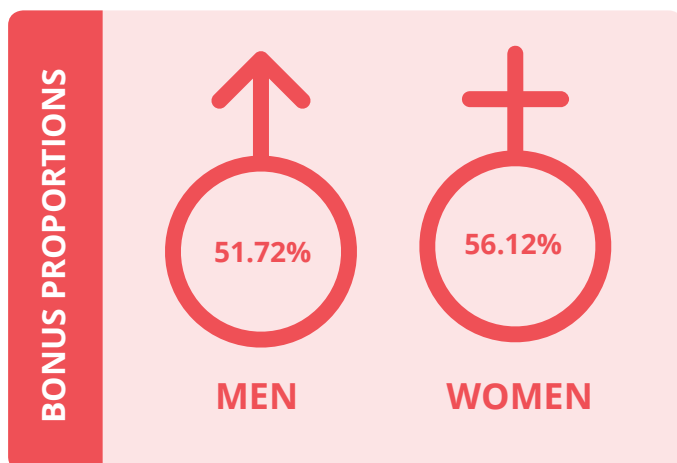
The Labour Party ran the Programme for the second cohort in 2018, which has the aim of equipping women with the skills to reach their career potential. Following from the success rate of the first cohort, with 43 per cent of attendees being promoted to senior positions, a further 22.58 per cent of the attendees on the second cohort have gone on to be promoted to more senior roles since the beginning of the course in early 2018. The success of this is also demonstrated in the balance of quartile 4, with a 50/50 gender split in the most senior positions in the organisation.

Recruitment

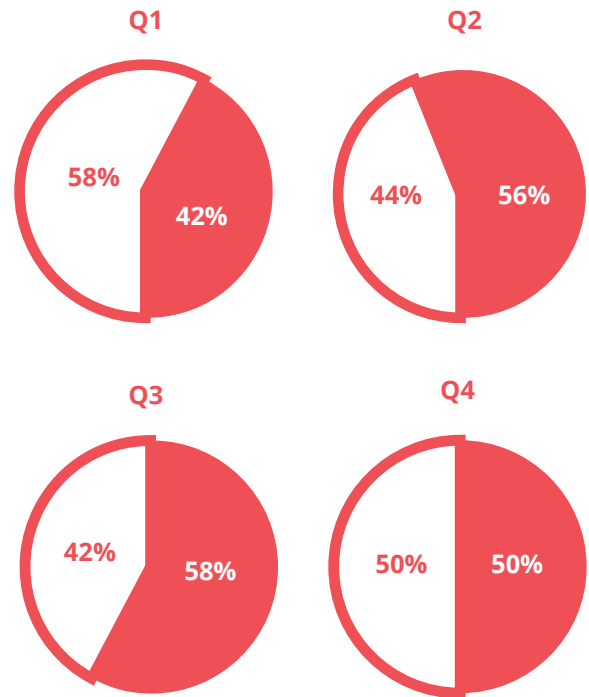
We review our recruitment practices on an ongoing basis, to ensure we are attracting the best candidates to work in the organisation. In 2019, the organisation will be expanding the way in which we recruit, using a more diverse range of recruitment platforms, with the view to building and maintaining an even gender balance through our recruitment practises. The Labour Party is also developing training to be provided to recruiting managers on unconscious bias in recruitment.

Flexible Working

The Labour Party has an inclusive flexible working policy and we will continue to actively promote and encourage flexibility across the organisation. We are committed to enabling our colleagues to balance work and home-life.



Q1 - Lower
Q2 - Lower Middle
Q3 - Upper Middle
Q4 - Upper



DECLARATION

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2018.

Jennie Formby, General Secretary | The Labour Party