

The Gender Pay



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 this issue as part of our commitment to equality. We are publishing data in advance of the government's submission deadline.

This data was collected on 5 April 2017, when our workforce consisted of 217 women and 258 men. The figures show that:

- > The Labour Party has a mean gender pay gap of 2.45 per cent.
- > The median gender pay gap is 4 per cent. This is 5.1 per cent lower than the national average.

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 5 April 2017, more men than women worked for the Party. They show that while women make up 46 per cent of the Labour Party workforce, they account for 47 per cent of the highest earners (those in quartile four).

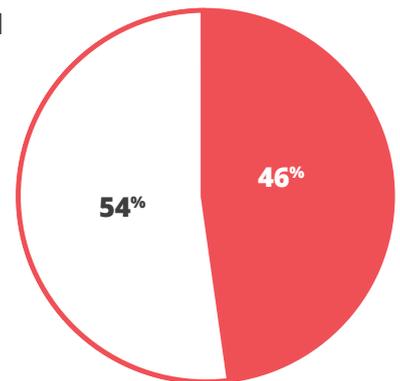
The Party does not operate a performance-related bonus system; bonuses are linked to long service and awarded in five year service increments. The mean difference of 4.47 per cent is as a result of a higher percentage of men having 10 years or more service with the organisation. The median payment is the same for both populations and there are a higher percentage of women (26.7 per cent) in receipt of bonuses than men (21.4 per cent).

Women's earnings are:

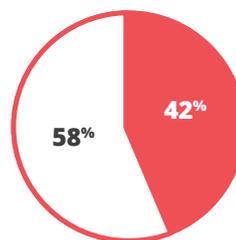
Mean gender pay gap	2.45% lower
Median gender pay gap	4% lower

ORGANISATION POPULATION:

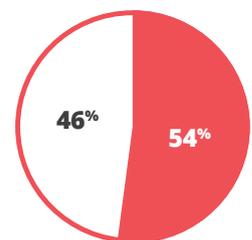
WOMEN
MEN



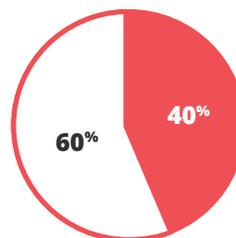
Lower:



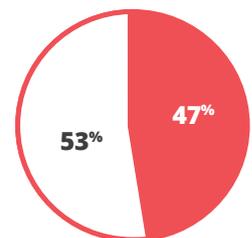
Middle Lower:



Middle Upper:



Upper:



Steps to improve our gender pay gap....

Although our gender pay gap is well below the national average The Labour Party is committed to abolishing it completely. Below are a few steps we are taking over the next 12 months to ensure further progress towards this goal.

Female Development Programme

In 2017 the Labour Party introduced a Female Development Programme which had the aim of equipping women with the skills to reach their career potential. From the 1st cohort, 43 per cent of the attendees have been promoted to more senior positions which we hope will have already led to a shift in the quartile distribution since April 2017. This programme will continue throughout 2018 and help contribute toward further female progression in the organisation.

Internal Women's Network

The Labour Party is introducing a female employee network in 2018. This network will allow staff to come together, share experiences and facilitate learning and development. Networks assist in the shaping and delivery of organisational projects and policy, working with the senior management team, trade unions and Human Resources team to improve staff experience on specific issues.

Flexible Working

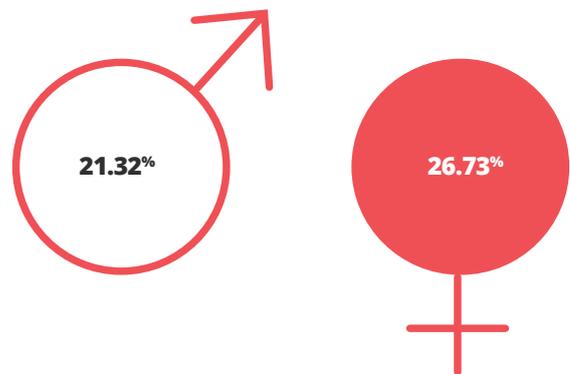
The Labour Party has an inclusive flexible working policy and we will continue to actively promote and encourage flexibility across the organisation.

Recruitment

We will review how we can attract more women into our organisation to create an even gender balance through our recruitment practises. The Labour Party values equality and diversity, and believe in appointing the best candidate for the role regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

	Women's bonuses are:
Mean gender bonus gap	4.47% lower
Median gender bonus gap	0% lower

BONUS PROPORTIONS:



DECLARATION

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.

Iain McNicol, General Secretary | The Labour Party