

The Gender Pay

2019



Report

The gender pay gap measures the 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 highlights any pay inequalities resulting from differences in the types of jobs performed by men and women. The Labour Party is committed to transparency on the issue as part of our commitment to equality.

GENDER PAY MEAN

-4.68%

GENDER PAY MEDIAN

-2.67%

BONUS MEAN

-6.38%

BONUS MEDIAN

0

ORGANISATION POPULATION

526

This data was collected on 4 April 2019, when our workforce consisted of 240 women and 286 men.

The figures show that:

- The Labour Party has a mean gender pay gap of -4.68% per cent. This is 13.58 per cent lower than the national average¹, and demonstrates that, on average, women at the Labour Party are paid more than men. This gap has widened from the -3.02% recorded in 2018.
- The median gender pay gap is -2.67%. This compares to +2.69% in 2018, meaning that in 2019 median pay was now higher for women than for men.

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 2019, more men than women worked for the Party. They show that, whilst women make up 45.63 per cent of the Labour Party workforce, they account for 50 per cent of the highest earners (those in quartile four).

The Labour Party does not operate a performance-related pay or bonus system; bonuses are linked to long service and awarded in five year service increments. The mean difference is -6.38 per cent. As the median payment is the same for both populations, this means that there is a higher percentage of men (8%) in receipt of bonuses than women (6%) given the larger number of men in the organisation.

¹ Office for National Statistics – Gender Pay Gap in the UK 2019, 29 October 2019

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

Steps to improve our gender pay gap...

Recruitment

We review our recruitment practices on an ongoing basis, to ensure we are attracting the best candidates to work in the organisation. In 2020, the organisation will be expanding the way in which we recruit, using feedback from our equality networks, with the view to building and maintaining an even gender balance through our recruitment practices. The Labour Party is also developing training to be provided to recruiting managers on unconscious bias in recruitment.

Equality and Diversity

As part of our commitment to gender equality and wider inclusion at the Party we have also undertaken a review of the broader approach to equality and diversity. From this work we have implemented a number of recommendations including increased communications and enhanced engagement with our staff networks. We will be looking at how we can embed these changes and build on them through 2020 and whilst this isn't solely aimed at the Gender Pay Gap, it will help the overall impact.

Flexible Working

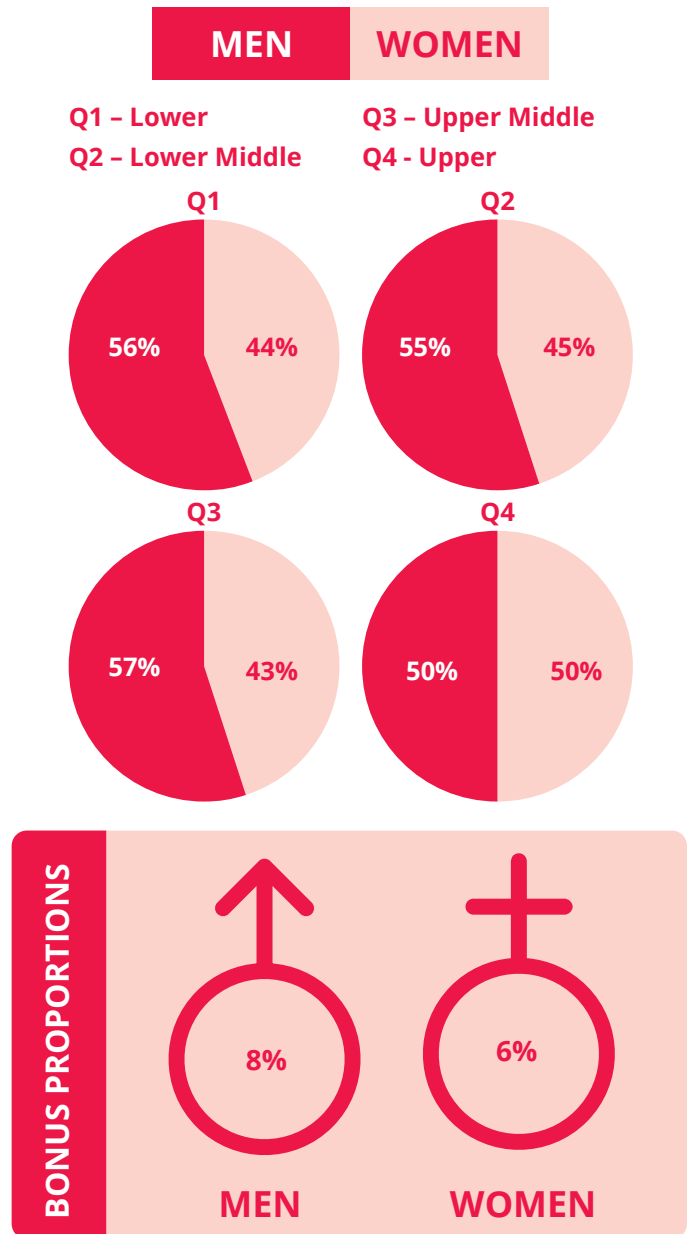
The Labour Party has an inclusive flexible working policy and we will continue to actively promote and encourage flexibility across the organisation. We are committed to enabling our colleagues to balance work and home-life, and have reviewed some of our key events to review how we can deliver them without an adverse impact on our people. We know that women generally undertake the majority of childcare and this is an important part of retaining out female talent within the organisation.

Maternity, paternity and shared parental leave

A key step in the journey towards gender equality in the workplace is ensuring that our policies allow parents to share the responsibilities of childcare. Our policies provide a framework which means all parents can contribute to childcare and facilitate and encourage a flexible return to work.

Feedback from staff

Whilst we have many positive things in place we are not complacent and know that we must be vigilant to ensure we consistently maintain pay equality across the Labour Party over the coming years. We are planning a staff survey in 2020 and anticipate that further initiatives will come out of this, which will embed the progress we have made.



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