

# The Gender Pay



2021

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

1.89%

## GENDER PAY MEDIAN

4.14%

## BONUS MEAN

11.69%

## BONUS MEDIAN

0.0%

## ORGANISATION POPULATION

470

This data was collected in April 2021, when our workforce consisted of 216 (46%) women and 254 (54%) men. The figures show that:

- The Labour Party has a mean gender pay gap of 1.89% per cent. This is 6.01% per cent better than the national average<sup>1</sup>. The gender pay gap for men and women is therefore very narrow. There has been a change from the 0.33% recorded in 2020.
- The median gender pay gap is 4.14%. This compares to 1.84% in 2020.

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 2021, more men than women worked for the Party. They show that, whilst women make up 46 per cent of the Labour Party workforce, they account for 43 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 11.69 per cent. There is a higher percentage of women (10%) in receipt of bonuses than men (6%).

<sup>1</sup> Office for National Statistics – Gender Pay Gap in the UK 2021, 26 October 2021

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>

# Steps to improve the Labour Party's gender pay gap

Like many employers we have less women in the top two quartiles and we are taking action to address this as set out below.

## 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. After introducing a Diversity and Inclusion Board, that includes a panel of staff members from various networks and unions that meet monthly to discuss issues, we intend to utilise this enhanced engagement to continue this important work going forward. The networks, through their work on the board, have assisted in the shaping and delivery of organisational projects and policy, working with the senior management team to improve staff experience on specific issues. From this work we have implemented a number of recommendations including increased communications, enhanced engagement with our staff networks and our new menopause policy. We will be looking at how we can embed these changes. 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 our flexible working policy to include more hybrid working options and 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.

## Recruitment

We review our recruitment practices on an ongoing basis, to ensure we are attracting the best candidates to work in the organisation. The organisation has expanded 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 has also developed and run training for all staff, including recruiting managers on unconscious bias.

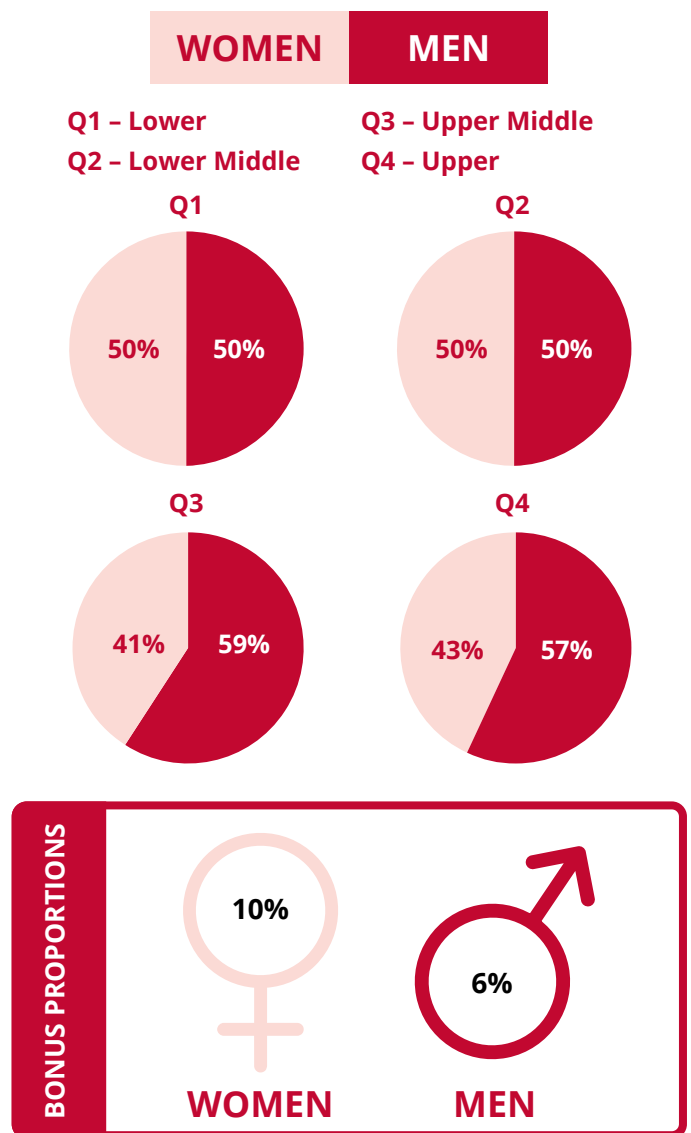
## Maternity, paternity and shared parental leave

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 have done and will continue to do staff surveys at points throughout the year and anticipate that further initiatives will come out of these, which will embed the progress we have made and continue to strive for.



## DECLARATION

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

David Evans, General Secretary | The Labour Party

