

# The Gender Pay



2022

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

**-2%**

## GENDER PAY MEDIAN

**0.0%**

## BONUS MEAN

**7%**

## BONUS MEDIAN

**0.0%**

## ORGANISATION POPULATION

**363**

This data was collected in April 2022, at the time our workforce consisted of 152 (42%) women and 211 (58%) men. The figures show that:

- The Labour Party has a mean gender pay gap of -2% per cent. This is 10.3% per cent better than the national average<sup>1</sup>. The gender pay gap for men and women therefore shows that on average, women's hourly earnings are higher than men within the Party. There has been a change from the 1.89% recorded in 2021.
- The median gender pay gap is 0.0%. This compares to 4.14% in 2021.

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 2022, more men than women worked for the Party. They show that, whilst women made up 42 per cent of the Labour Party workforce, men account for 69.2 per cent of the lowest earners (those in quartile one) and women 30.8 per cent.

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 7% per cent. There is a slightly lower percentage of women (13.8%) in receipt of bonuses than men (14.2%).

<sup>1</sup> Office for National Statistics – Gender Pay Gap in the UK 2022, 26 October 2022

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>

# 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.

## 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 our 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.

## Menopause policy

We have worked closely with our women's network to produce a new menopause policy and guidance. This has also included training for managers to improve management practice.

## 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 once a year and anticipate that further initiatives will come out of these, which will embed the progress we have made and continue to strive for. Our diversity and inclusion board was established in 2020 and we meet regularly our four staff networks and trade unions to seek their input and views.

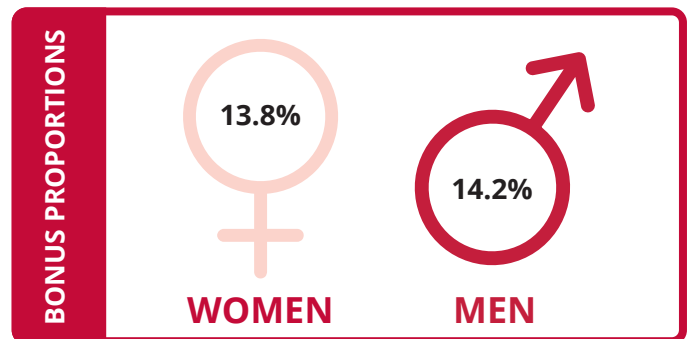
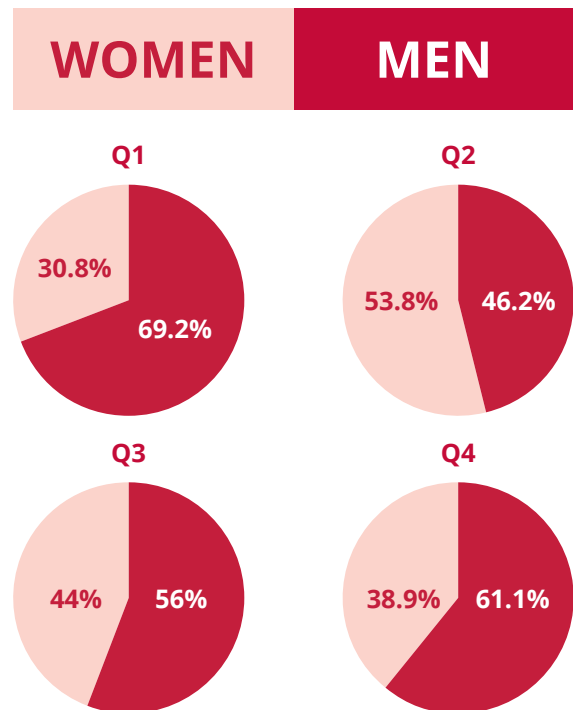
## DECLARATION

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

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## 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.



David Evans, General Secretary | The Labour Party

