



City Hall's First Gender Pay Audit

According to reports, the average gender pay gap in the UK is 23% where as in London it is 12%. Earlier this month, Sadiq Khan, the Mayor of London published City Hall's first ever gender pay audit using information as at 31 March 2016. The results of the audit revealed that male full-time workers were paid a median average of £22.44 per hour where as female full-time workers were paid a median average of £21.40 creating a median gender pay gap of 4.6%, less than half of the average gender pay gap in London. Woman made up more than half of all City Hall employees yet less than one third of staff earning more than £100,000 were female. Transport for London and the Metropolitan Police Service are expected to produce their own gender pay audits following the Mayor's launch of an action plan for full pay equality across the whole Greater London Authority empire. It has been reported that at City Hall, plans to boost female representation at the most senior levels include increasing the availability of part-time and flexible-working options and aiding career progression within those roles. Apparently, mentoring, career-support programmes and sponsorship for qualifications are on offer, managers are trained to ensure the recruitment process is as fair as possible and "no name" application forms are being piloted.

The obligation for private and voluntary sector employers with 250 or more employees working in Great Britain to publish an annual report on its gender pay gap is expected to come into force on 1 October 2016. Final Regulations are anticipated this summer and supporting guidance to help employers implement the Regulations is due to be published by the Government this year which will set out, amongst other things, how to deal with subsidiaries and parent companies.