

The Gender Pay



2023

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

5%

BONUS MEAN

44%

BONUS MEDIAN

0.0%

ORGANISATION POPULATION

428

This data was collected in April 2023, at the time our workforce consisted of 200 (47%) women and 228 (53%) men. The figures show that:

- The Labour Party has a mean gender pay gap of 2% per cent. This is 5.7% per cent better than the national average . The gender pay gap for men and women therefore shows that on average, men's hourly earnings are higher than women's within the Party. There has been a change from the -2% recorded in 2022.
- The median gender pay gap is 5%. This compares to 0.0% in 2022.

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 2023, more men than women worked for the Party. They show that, whilst women made up 47% per cent of the Labour Party workforce, they account for 42% 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 44% per cent. There is a lower percentage of men (5%) in receipt of bonuses than women (10%).

¹ Office for National Statistics – Gender Pay Gap in the UK 2023, 1 November 2023 Gender pay gap in the UK [Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Steps to improve the Labour Party's gender pay gap

It is welcome that we have achieved a balance between men and women in our Lower and Lower middle quartiles. This is as a result of the significant increase in the size of the workforce and that we have recruited far more women into the Lower quartile which has led to a large change in the profile of employees in that quartile. This is the reason for the change in our Gender Pay Gap from last year.

The challenge remains achieving balance in the two Upper Quartiles. It is encouraging that we have increased the proportion of women in both of these quartiles over the past year as we have expanded. We recognise that we need to maintain progress in this area until we achieve balance. We will continue with our action plans as outlined 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 out female talent within the organisation.

Training & Development

We have introduced line management training to focus on the development of staff, which we believe will have an impact on the number of women progressing into more senior roles across the Party. This includes training on how to support colleagues through maternity, paternity and shared parental leave and those colleagues experiencing the menopause.

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 expansion of the sites we use to recruit we hope enable a more diverse pool of talent. 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

DECLARATION

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

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.

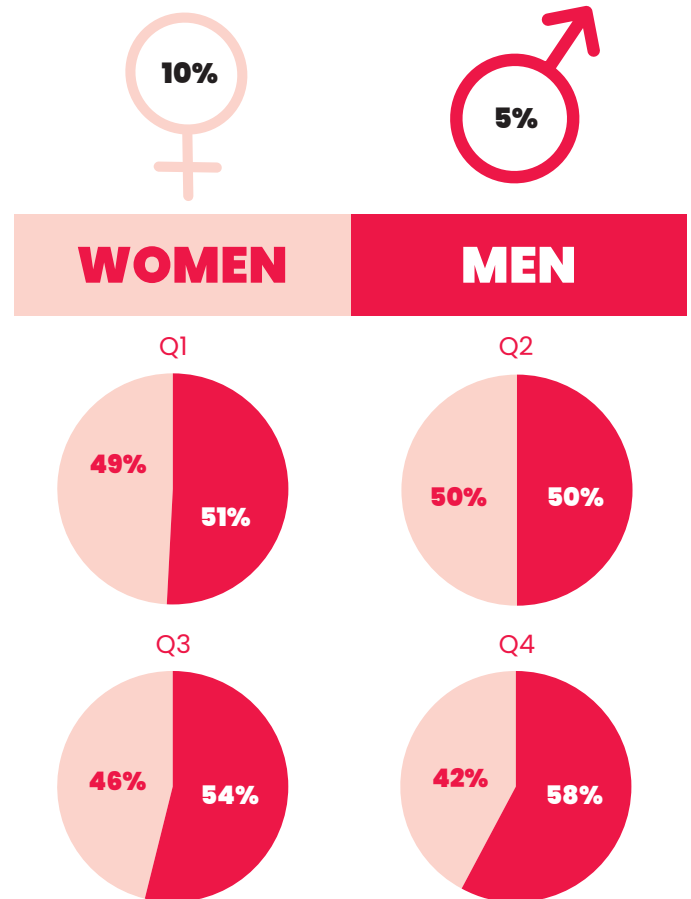
Independent Complaints Logging Service

We remain committed to tackling sexual harassment and all forms of bullying, harassment and discrimination. This year we have introduced this new service as part of the delivery of our sexual harassment action plan to foster an inclusive and supportive work environment for all employees. We have also run training on Dignity, Respect and Valuing Others for all staff to reinforce our standards.

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 a well established Diversity and Inclusion board which supports and oversees this work. We also value the input of our four staff networks and the trade unions.

BONUS PROPORTIONS



David Evans, General Secretary | The Labour Party