



Gender Pay Gap Statement

April 2025

Introduction

There are two sets of regulations which impose mandatory gender pay gap reporting obligations on employers. They are nearly identical and require the same calculations to be made. Local authorities with more than 250 employees are required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to report publicly every year on the differences in the average pay and bonuses of men and women. This requirement commenced in April 2017 and must be carried out on an annual basis going forward.

What do we report on?

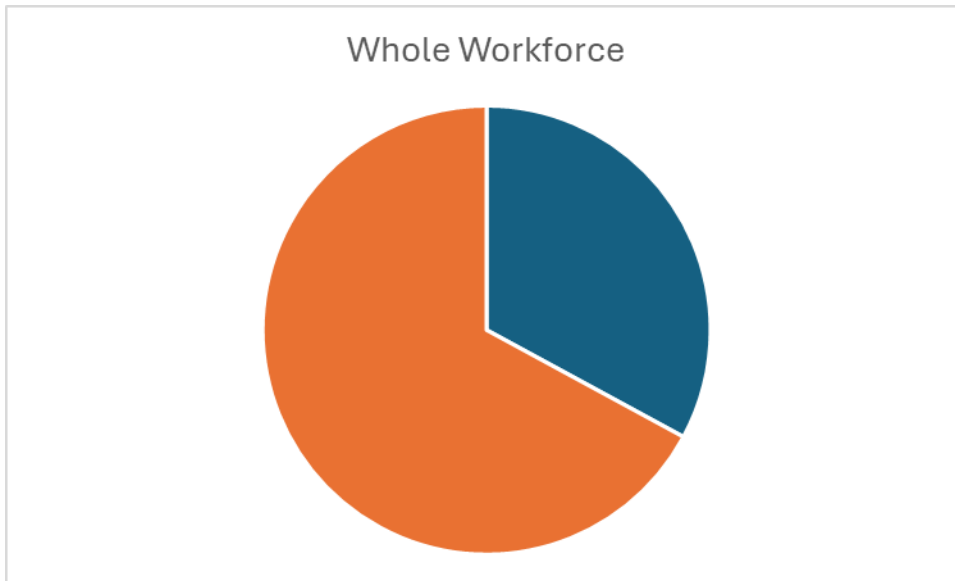
Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees
Mean bonus pay gap	The difference between the mean bonus pay paid to male employees and that paid to female employees
Median bonus pay gap	The difference between the median bonus pay paid to male employees and that paid to female employees
Bonus proportions	The proportions of male and female employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

The calculations and accompanying statement must be published on the Council's website and on the government gender pay gap website and remain available for 3 years.

This statement provides statutory calculations for the required snapshot date of 31 March 2025 and a supporting narrative as to why there is a gap and what actions we will take to reduce the gender pay gap.

All the figures in this report have been calculated in line with the Advisory, Conciliation and Arbitration Service (ACAS) - managing gender pay gap reporting guidance.

The council's workforce consists of more females than males and the gender pay gap figures should be considered in the context of this gender distribution. As you can see, the workforce is split 32.9% males and 67.1% females.



The **mean** average gender pay gap involves adding up all of the hourly rates and dividing the result by the total number of staff. Our mean gender pay gap is 11.67%. The average male hourly pay rate is £21.33 and the average female hourly rate is £18.84. This is a difference of £2.49 per hour.

The **median** average gender pay gap involves listing all the hourly rates in numerical order. The median is the middle number. Our median gender pay gap is 16.80%. The average male hourly pay rate is £20.35 and the average female hourly rate is £16.93. This is a difference of £3.42 per hour.

The council is confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work; rather its gender pay gap is the result of the roles in which male and females work and the salaries that those roles attract. More female employees work part time, 32.7% compared to 10.23% of the male workforce. Females are also more likely than their male colleagues to have breaks from work to bring up children which can impact upon pay upon return to work.

The Council pays long service awards to employees as follows:

- £100 for 10 years' service
- A further £50 for each five years thereafter

The **mean** gender pay gap bonus data is calculated by adding up all the bonus payments and dividing the result by the total number of males and females receiving bonuses. Our mean gender pay gap for bonus pay is -22%. The average male bonus payment is £50.00, and the average female bonus payment is £61.00. A difference of £11.00.

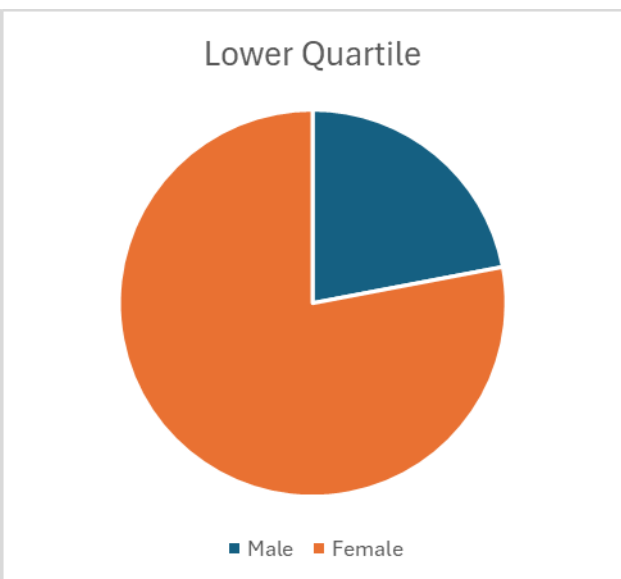
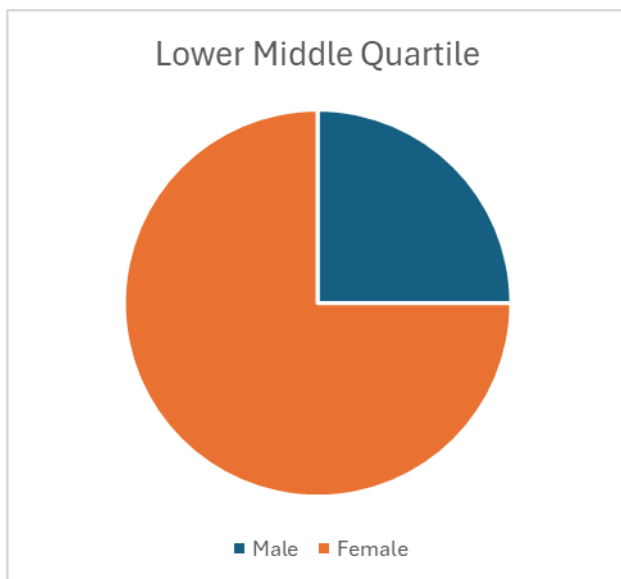
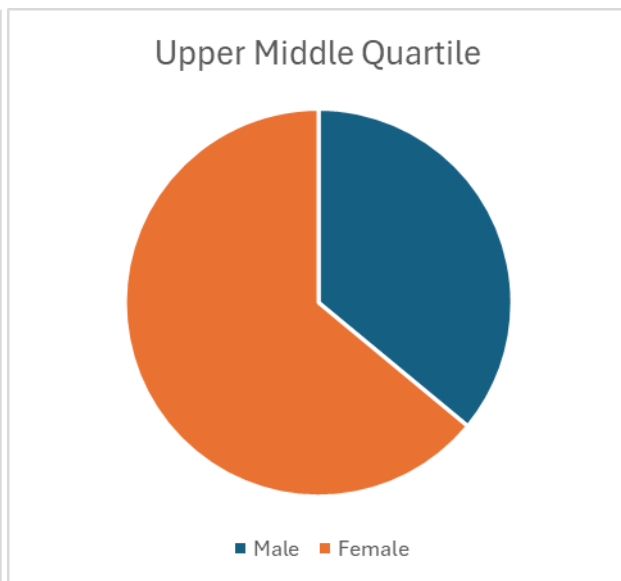
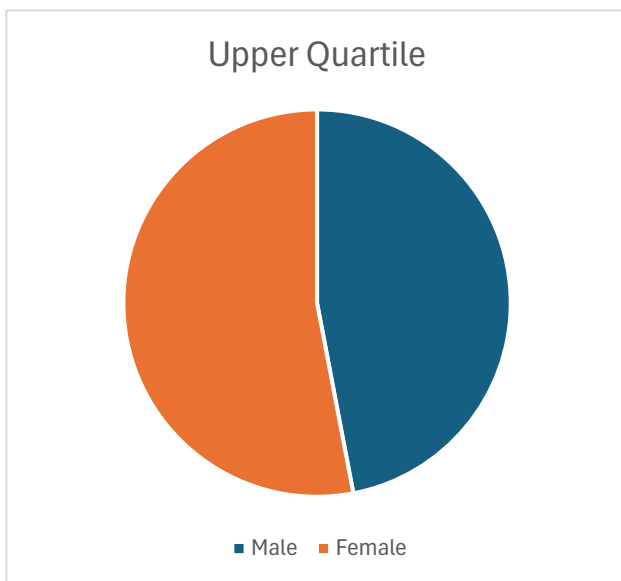
The **median** gender pay gap bonus data involves listing all the bonus payments by males and

females in numerical order. The median is the middle number of each gender. Our median gender pay gap for bonus payments is 0. The median bonus payment for males and females is £50.

Pay quartiles

Pay quartiles are calculated by ordering all the hourly pay rates of pay from lowest to highest and dividing them into four bands (quartiles). The table and charts below show the percentage of males and females in each quartile.

	Upper	Upper Middle	Lower Middle	Lower
Males	47%	36%	25%	22%
Females	53%	64%	75%	78%



Analysis

The Senior Leadership team will ensure the following actions are taken to help us reduce the gender pay gap:

- ❖ training managers to ensure they are aware of the risk of unconscious bias during recruitment decisions
- ❖ Monitor internal hire rates/promotions by gender
- ❖ Promote paternity, adoption or shared parental leave
- ❖ Promote Flexible Working
- ❖ Report any gender trends from turnover/exit interviews
- ❖ Review any gender imbalance in overtime payments
- ❖ Internal and external coaching and mentoring schemes to support employee development
- ❖ Continuation of hybrid working, allowing greater flexibility in working arrangements / locations

Approval

This statement has been approved by the Senior Leadership Team.

Review

A new statement and calculations will be published annually.